



PROFESSIONAL DEVELOPMENT

news

Professional Development Resource Center Established

During the last two years, The Alabama College System became one of the most celebrated leaders in professional development in the nation. The comprehensive and substantive services provided through this initiative were acclaimed throughout the United States and Canada as a "model" for higher education, with officials from several states working with their state legislatures to emulate the "Alabama success." The Professional Development Task Force has clearly established, continuous professional development is the only sure approach to institutional effectiveness and instructional excellence.

Because fiscal austerity has reduced the professional development effort for 1986-87, other alternatives have been developed to ensure continued interest and enthusiasm for the development of our human resources. Recommendation Fourteen of the Professional Development Task Force Report states: "That the Chancellor and the Professional Development Task Force establish a Professional Development Resource Center to support college sponsored services in The Alabama College System including a centralized resource center and a listing of college-owned resources available to all System colleges."

Dr. Charles L. Payne, Chancellor and Dr. James Chasteen, President, Athens State College announced the establishment of a Professional Development Resource Center to be located on the campus of Athens State College to serve the personnel throughout the Alabama College System.

Because professional development has been increasingly recognized as critical to success in both corporate and education enterprises, there now exists a large number and a wide range of valuable resources such as films, videocassettes, audiocassettes, written materials, and mixed media packages. While often exceedingly valuable, too often the cost per frequency of use makes such materials a

poor choice for any one college. However, if such materials could be shared by a large number of colleges, they could be not only valuable but also quite cost-effective. Several System colleges already own selected valuable materials that could be made available to other colleges to some degree without infringing on their use at the college. A number of other professional development materials will also be purchased and made available most cost-effectively if housed in a centralized resource center.

Athens State College, as the senior college under the governance of the State Board of Education, has been afforded the opportunity of coordinating the Professional Development Resource Center. This center will house professional development materials that are recommended through the presidents of

each institution and of the professional organizations. In addition it will provide a reference index file of materials available throughout the state at the individual institutions. Purchases will be made upon these recommendations and a reference index will be published for distribution throughout the system on all material. This index will be updated each quarter and forwarded to each institution.

The Professional Development Center will encompass a three-fold purpose: (1) it will contain current material available from reputable sources for professional development for all Alabama College System personnel; (2) it will serve as a linkage program for material available on individual campuses that could be shared with other institutions; and (3) it will develop a reference file of recommended internal consultants as well as experts in other areas.



PROFESSIONAL DEVELOPMENT '86-'87

Professional development in the Alabama College System represents diverse needs for a diverse people. Within the educational realm of professional development, there are those who prefer the statewide conference which provides an opportunity for the entire system to share ideas with fellow constituents, to hear nationally renowned speakers, and to have an

opportunity for a variety of learning experiences in one area.

There are others who enjoy the discipline area meetings at various campuses across the state. This type meeting also provides the sharing of ideas and thoughts, the opportunity to discuss what is going on in one's particular discipline area, plus the opportunity to observe various facilities throughout the system.

Due to educational budget deficits, Dr. Charles Payne, Chancellor and the Professional Development Task Force developed yet another plan to continue providing the opportunity for professional development for the Alabama College System personnel. Limited funding was provided for each institution to develop on-site campus programs.

Alexander City State Junior College

Dr. Dorothy Grimes, Chairperson of University Writing Committee, University of Montevallo, opened the Professional Development Workshop for Alexander City State Junior College, with the first general session "Improving Students' Writing In All Academic Divisions." Assisting her with this presentation was Mr. Kenneth Proctor, Professor of Art, University of Montevallo.

Following the opening general session, each of the four academic divisions conducted workshops of special interest to their disciplines. In addition, at a scheduled time during the three day workshop faculty members were involved in the following activities:

"What's Right and Wrong with Alexander City State Junior College" was a video-tape presentation by a panel of seven Alexander City State Junior College students giving their opinion of the academic programs of the College, moderated by Dr. Ronald Prochaska, Speech instructor.

"Word Processing On The IBM PC," was conducted by Nell Thompson, Instructional Assistant in Office Administration, providing each participant hands-on experience in creating a short document, revising, deleting, copying, moving information and printing the document using the Display Writer III software. A handout of easy-to-follow procedures was provided to each participant for future references and use.

Linda McGuirt, Computer Information Systems instructor, conducted "Using Lotus I, II, III On The IBM PC" and was assisted by Wesley Storey of the Computer Center staff. At the conclusion of this workshop each participant applied the knowledge acquired to complete a simple spread sheet, and a handout prepared to guide faculty in further use of the program was distributed to each participant.

"Using Test Write, A Test Generation System." was conducted by Linda McGuirt, Computer Information Systems instructor. Participants were made aware of the many test types possible with the software and learned the correct procedure for inputting questions and answer choices.

"Applewriter Word Processing Software and Hands-on Experience Using This

Program" involved using the word processor in the teaching of various disciplines and was conducted by Edith Blankenship, Chairperson of the Division of Humanities. Practice sessions in using the word processor were also scheduled at different times. In addition "Word Processing With Digital" was presented in a workshop session by Danny Lloyd, a member of Computer Center staff.

Dr. Julie Farris, English instruction at Auburn University was guest consultant for this session and shared her perceptions about the ideals and realities of "The Freshman English Courses at Auburn University."

"Curriculum Evaluation, Grading Standards, Course Content and Course Objectives" was a "working session" which allowed faculty the opportunity of sharing ideas in regard to these areas.

"Pros and Cons of Implementing Writing Across the Curriculum" included discussion and developing future plans concerning the inclusion of writing assignments in courses in all disciplines.

Other sessions included a presentation, "Renaissance Italy" conducted by Dr. Ray Pullium, instructor of History and Philosophy; and "Interpretation of Personality Inventory" was given by Amelia Pearson, instructor of Psychology.

The Professional Development Workshop was concluded on Friday with a "Conference Wrap-Up" conducted by Dr. Charles A. Farrow, Dean of Instruction. During this session the group evaluated the workshop and individual faculty members reported on specific ways they had benefited from the various sessions. The concluding session revealed the enthusiasm and positive attitude the faculty had in regard to the over-all success of the Professional Development activities. Faculty members recommended that this format for the fall Professional Development Workshop be continued rather than returning to the state-wide workshop-even if money is available. The "Wrap-Up Session" was followed with a luncheon in the Student Center where faculty members enjoyed the association with their colleagues.

Brewer State Junior College

Brewer State Junior College administration, faculty, and staff completed a successful three-day professional development workshop.

On "Improvement of the College" a major goal of the activities was institutional research to assess total progress of all aspects of the institution.

Planned by a college committee headed by Dr. James Rayburn, dean of instruction, the meetings involved three consultants: Mrs. Joyce Jones, Montgomery, former supervisor of instruction for Fayette County; Dr. Bill Ward, director of research and Title III director at Livingston University; and Dr. Ernest Clevenger, former president of Faulkner University in Montgomery.

College personnel, placed in four groups, studied educational programs, administrative processes, educational support services, and institutional effectiveness. The consultants worked with two research groups on Wednesday and with two additional groups on Thursday. Two alternate groups conducted research on their own with the consultants were not working with them.

A highlight of the workshop was the Friday meeting when all the College personnel assembled to compare findings. Each committee chairman reported to the group the research information and assessed it. The concluding event was an evaluation of the institutional development activities.

The Professional Development Task Force has completed its final report. Copies have been distributed to the presidents and deans of each institution. The next edition of the "Professional Development News" will provide highlights of this report.

Carver State Technical College

The Professional Development Workshop Committee of Carver State Technical College gleaned from the faculty and staff a strong desire to improve the institution's image and market its services. This accord generated the theme of the three-day workshop, "Increased Enrollment Through Updated Skills and Improved Attitudes."

The First session focused on the role of faculty and staff in recruitment and retention with Betty Leslie and Lee Sanders of Hampton Associates as consultants. This session's focal point centered around improving the institution's image through the channels of positive publicity, improving public relations in the community, enhancing the institution's ability to make services more accessible to students. Also, short and long range strategies were identified that would help to minimize student drop-out.

The second session was presented by Dr. Earnest Shubird, staff member of the State Vocational Education Department. Dr. Shubird's presentation encompassed several components referencing "Vocational-Technical Curriculum Update." The components addressed were as follows:

- a) New and emerging vocational trends that have impact upon technical training
- b) Alabama Vocational Technical Update
- c) The nature and importance of entrepreneurship instruction in Vocational programs
- d) Teaching strategies that will foster the continuous implementation of competency-based instruction
- e) The significance of a viable and an operational articulation agenda
- f) The emerging usage of computer in technical programs

The final session was rounded out by system engineer, Fred Brock of International Business Machines with a presentation on "Getting to know the Computer." An introduction to the personal computer was presented; it was followed by hands-on-application on the use of the computer by the workshop attendees. The college faculty and staff were overwhelmed with excitement because the workshop provided an opportunity for everyone to get involved. Also, it addressed a need that everyone could identify and relate to throughout the workshop. Some frequent comments - "My, this has been a rewarding experience; I hope we can have a follow-up of this in April of 1987."

Chattahoochee Valley State Community College

Professional development activities at Chattahoochee Valley Community College featured a variety of sessions ranging from instruction on emergency procedures to an address by the director of administration and external relations of the Columbus, Georgia, Pratt and Whitney Plant. During three days of sharing ideas and planning, the administration, staff, and faculty studied changes in SACS criteria for reaccreditation, plotted means of increasing enrollment and retention, examined techniques of averaging grades, considered the possibilities afforded by microcomputers, learned the basics of seeking and applying for grants, and sought to establish linkages with area high school teachers and students by inviting them to participate in discussions with CVCC English instructors and by inviting them to a lecture by mathematician, Dr. Dean Hoffman of Auburn entitled "Error Correcting Codes".

A highlight of the activities was an address and subsequent question and answer session on Thursday by Dr. Gary Branch, president of Faulkner State. Dr. Branch's enthusiasm for and belief in the two-year college system in Alabama inspired both faculty and staff and his ideas on recruiting and retention were thought provoking.

On Friday, faculty and staff exercised their culinary talents and contributed to a "Pot Luck" luncheon at which Dr. Don Colby, director of administration and external relations at Pratt and Whitney in Columbus, Georgia spoke. Mr. Colby urged administrators, faculty, and staff to "be firm" with students in order to help them develop the self-discipline necessary to be good employees. He stressed the necessity for good communication skills and suggested that students be made aware of the fact that competition for jobs is so keen that those who want to succeed in getting jobs in their career fields must have an "edge" on others---good skills, ability to communicate, and good appearance.



Mr. Don Colby, Director of Administration and External Relations at Pratt Whitney in Columbus, Georgia, has a captive audience of CVCC administrators, faculty and staff.

Drake State Technical College

"Implementing the Principles of Vocational Technical Education in the Classroom" was the theme for Drake's Professional Development Workshop.

The major purpose was to provide activities to assist teachers in improving their teaching skills. Although most of the activities were designed for teachers, special interest sessions were provided for administrative and office staff personnel.

The opening session featured a highly informative, provocative presentation by Dr. Walter Austin, Dean of the School of Business at Alabama A&M University. The topic of Dr. Austin's presentation was "Problem Solving: A Practical Approach." After a descriptive overview of the problems of today's students with regard to their inability to apply appropriate techniques in the solution of problem solving, Dr. Austin proceeded to describe the relationship between "clear thinking and problem solving." His analysis suggested that the "educational delivery system" has fallen short of its mark by focusing on the teaching of textbook facts rather than focusing on the development of skills that enhance critical thinking. The presentation included a model which illustrated the techniques involved in applying the "formula for straight thinking and problem solving."

To enhance their understanding Dr. Austin divided the participants into five groups. Each group was given a specific problem to solve utilizing the application of the model presented. All groups did not solve their problems; however, they all had fun trying.

Another feature of the workshop included video presentations on critical issues in vocational education. The video presentations were produced by the National Center for Research in Vocational Education at Ohio State University.

On Thursday a workshop session was conducted for teachers on writing course objectives and identifying competencies.

Friday's program included visitations to local business and industrial establishments by teachers and a luncheon with members of local craft committees.

A special session was also held for the office staff personnel. Mrs. Ann Dickerson from Alabama A&M University and Ms. Vita French from the North Alabama Educational Opportunity Center were the presenters. The topic for discussion was "Effective Communication and Office Decorum: Keys to Good Faculty, Staff, and Student Relationships."

Enterprise State Junior College

Institutional effectiveness and outcomes assessment were the topics of discussion at the Professional Development Meeting held at Enterprise State Junior College.

At the opening meeting of the workshop, ESJC President Joseph Talmadge discussed the need for a tracking system for students so that "we can measure what students are learning while they are enrolled and how successful they are after they complete their coursework at ESJC."

Dr. Charles Atwell, vice president for academic and student affairs at Pensacola Junior College, was a guest speaker for one of the meetings. Dr. Atwell discussed factors that contributed to the current emphasis on outcomes assessment in educational institutions. These factors include increased concern for quality education and accountability, decreasing resources, new accreditation criteria, and the student consumerism movement.

"To measure the effectiveness of the educational institution, colleges/universities must establish goals, design curriculum, measure outcomes, get feedback and then redesign curriculum," Atwell concluded.

At one session of the workshop, ESJC staff completed the Community College Goals Inventory. Dr. Talmadge explained that the goals inventory was designed to identify the most significant goals of a two-year college and to determine the extent to which a specific institution addresses appropriate goals. The inventories will be mailed to Princeton University for analysis.

The final session of the workshop consisted of reports from the college's academic divisions. Each division gave a report on the goals and objectives of the college and the effectiveness of those goals, the implementation of the goals by divisions and by the courses offered, ways to measure the effectiveness of the college goals, and competencies that students should possess as a result of taking certain courses.

Faulkner State College

The faculty and staff at Faulkner State were treated to an outstanding professional development program.

The opening session was conducted by Dr. Patricia Seymour, Editor of Publications at the University of Alabama. Her topic was "Stress and Burn-Out: The Causes and Strategies for Coping." After putting everyone in the audience at ease, Dr. Seymour gave some very helpful tips on coping with the stressful situations people often find themselves in. Her steps to controlling stress included such things as developing a positive mental attitude - seeking the advice of competent people - taking time to love others.

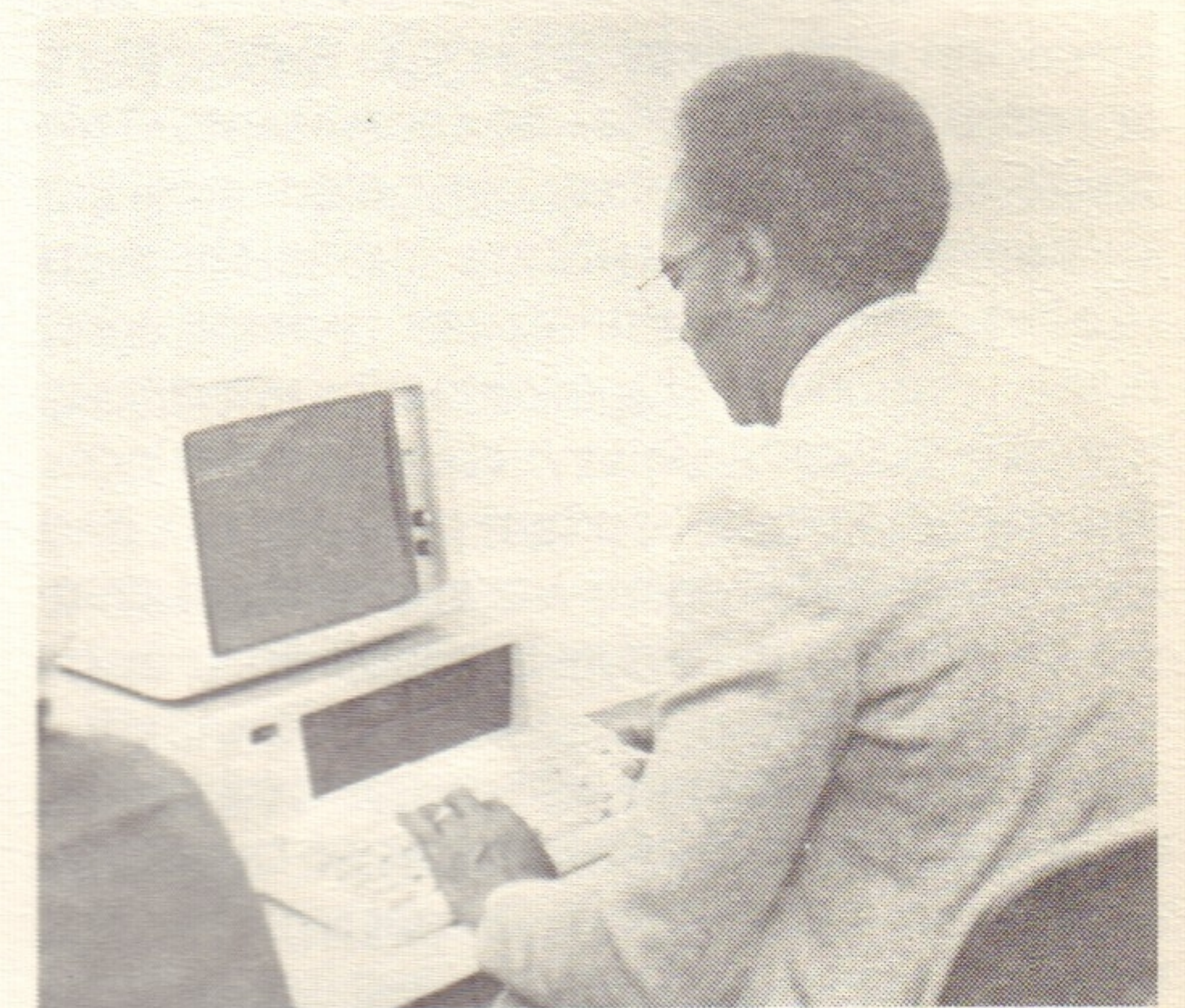
The afternoon session featured Mr. Bill Duffy, Director of Security with the Mobile County Board of Education. His topic was "Drugs and the Educational System."

Thursday's sessions included the topics of test analysis and student retention. Mr. Gerald Murphy-Naval Education and Training Program Development Center-Pensacola, Florida, spoke on "Item Analysis and Validation Methods in Testing." Dr. Jo Beene, Dean of Student Services at Calhoun State Junior College, addressed the topic of "Retention Strategies and Student Success."

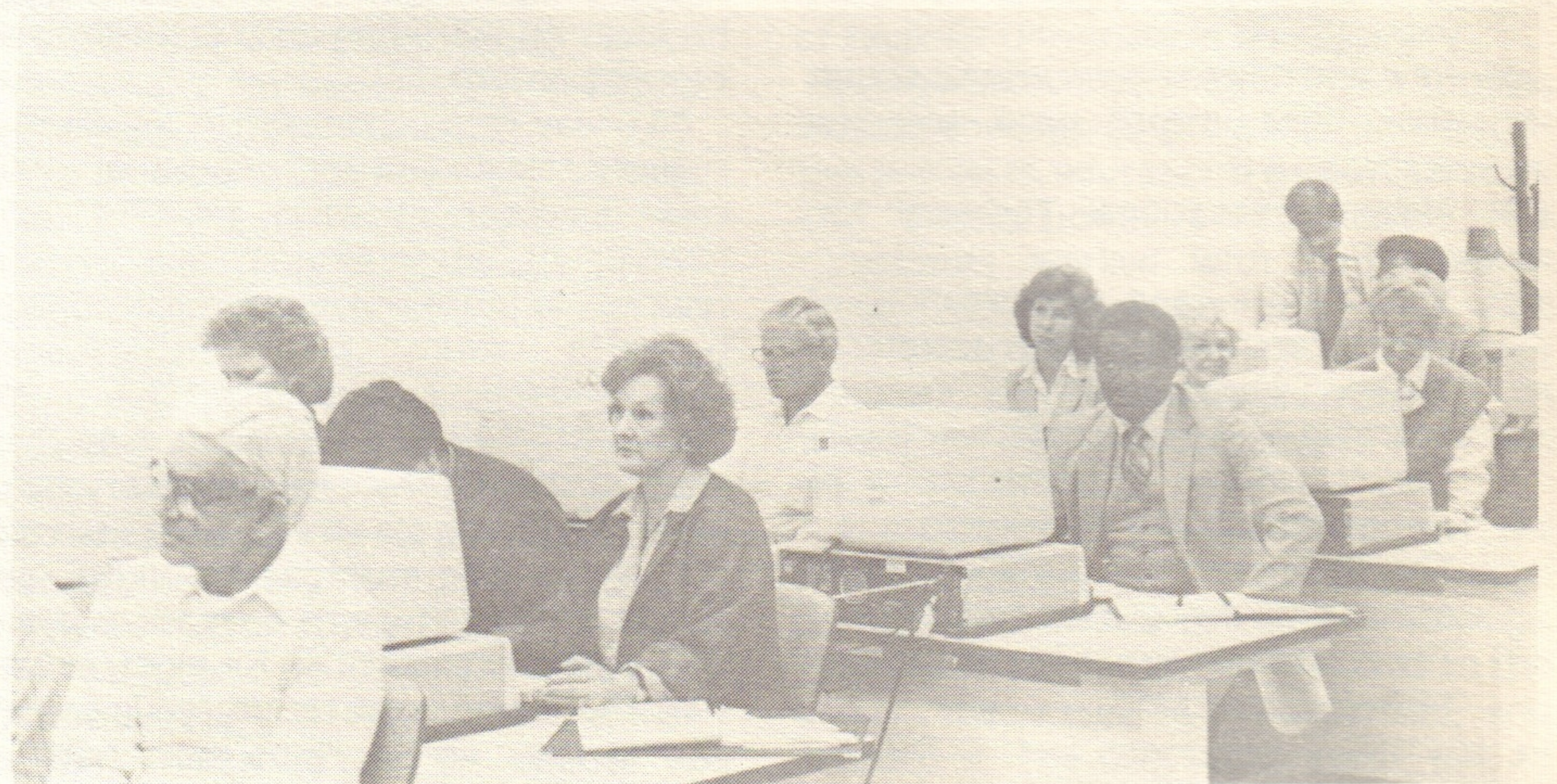
Friday was devoted to computers. In order to acquaint the faculty with various

services the computer could do for them, members of the Computer Science Department held a workshop on campus that included instruction in WORDSTAR, an Introduction to electronic spreadsheets, Introduction to the IBM PC and Disc Operating System, and a basic computer literacy session.

All participants felt the workshops were beneficial and informative. The planning committee is to be congratulated on their selection of speakers and the efficiency of the workshop.



Faulkner Faculty works with computers (Dr. Ulysses McBride)



Faulkner Faculty In computer workshop.

Fredd State Technical College

Faculty and staff at Fredd State Technical College used "School, Community, and Industry: United for Excellence" as the general theme for their professional development conference.

The major goal was to provide opportunities for faculty and staff to become aware of the changing expectations in the work place so that curricula and services might be reshaped to meet the needs of a technological society.

Time was spent in a refresher CPR training session which was conducted by a representative from American Red Cross.

Time and Stress Management were topics of interest to many on Wednesday afternoon. Also, a session was held on the use of the microcomputer to make aids for use in the classroom.

Thursday was a busy day! A panel of personnel specialists, consisting of Mr. Roy Lamon, Director of Human Services, Alabama Power Company; Mr. Robert Hagler, Senior Personnel Assistant, Uniroyal-Goodrich Incorporated; Mrs. Helen Morrison, Interviewer, Alabama State Employment Service; and, Ms. Pam Mills, Personnel Specialist, DCH Regional Medical Center

discussed Job Requirements and the Application Process applicable to their various businesses. Their presentations were followed by a question and answer session.

One of the most enlightening sessions was presented by Fredd State graduates. Each department invited a graduate who is presently employed in industry to discuss his or her success story and offer suggestions to faculty and staff for upgrading curricula. Seven participants were able to attend and left teachers with much food for thought. What better way do we have to stay abreast of current needs of business and

industry? The graduates were familiar with Fredd State's present programs; therefore, they were able to offer many helpful suggestions for improving areas to better prepare students for work.

After lunch a program on Job Safety in Vocational Training Programs was presented by representatives from SAFE-STATE and Alabama State Fire College.

Faculty members spent Friday visiting high school campuses in the area served. Permission was obtained from each school before the visit. The counselors and/or principals in these schools were very cooperative. It seemed to be the consensus of all concerned that more interaction of this type between Fredd State and the high schools is needed.

Hobson State Technical College

Hobson State Technical College conducted professional development activities which proved to be beneficial to all participants. The workshop began on a positive note with the first day devoted to presentations about the development of a Marketing/Enrollment Management/Retention Plan. The presenters were excellent resource persons from Nunnelle State Technical College in Childersburg, Alabama. This enthusiastic group consisted of Erskine R. Penton, Dean of Students; Dr. Larry Kelley, Director of Information Systems, Planning and Research; and Sidne W. Martin, Director of Placement Services. These individuals shared their knowledge and experience during three workshop sessions entitled "Focusing on Retention," "Marketing/Enrollment Management," and "Placement Services." Those in attendance acquired many practical ideas about how to better serve students through the functions of the various entities within the institution.

The final two days of the workshop provided instructors an opportunity to visit the businesses and industries which employ Hobson State graduates. By going to the job sites, these faculty members observed the latest technological developments and applications for their fields of expertise. They also gained insight into which specialty courses within their programs need to provide additional preparation or be redirected so that graduates will be ready to meet the challenges in the job market. In addition, contacts were made which have the potential for increasing partnership with business and industry activities.

These professional development activities will have a long-term impact on the instructional program at Hobson State. All who were involved are more alert to their roles in the entire educational process; consequently, the students will ultimately reap the benefits of the workshop and be better prepared to assume their places in society.

Gadsden State Community College

The faculty of Gadsden State Community College began their Conference with presentations by Dr. Dennis Phillips, President of the Academy of Precision Arts in Gadsden, and Mr. Elmus Humphries, Manager of the Gadsden Office of the State Employment Services. The topic of Phillips' and Humphries' discussion was "The Community College and Community Economic Development." Both speakers stressed the need for the Community College and its staff to be more flexible in its delivery system, more intensive in assessment of industrial training needs, and more diligent in evaluation of educational programs presented to industrial personnel.

Dr. James Chasteen, President of Calhoun Community College and Athens State College addressed the faculty on the topic of "Developing a Comprehensive Community College." Chasteen emphasized the importance of spontaneity and flexibility in education offerings. Chasteen encouraged "cross fertilization" of ideas between technical and academic divisions through joint participation in college planning and committee functions.

Dr. Tom Padgett, Professor of Education at Jacksonville State University, treated the faculty to a humorous yet informative luncheon address on November 12. Padgett's topic, "Establishing Rapport with Students" focused on ten points critical to instructor-student contact. He stressed the need for fairness, patience, humor, and open-mindedness in classroom relationships.

Peter V. Gregerson, President and Chairman of the Board of Gregerson's Warehouse Groceries of Gadsden, presented

an inspiring talk on "Making the Most of Opportunities as Educators." Gregerson's motivational discussion emphasized the role that educators play in improving our quality of life.

The Academic Division faculty heard a presentation by Dr. Joan Mitchell, Assistant Dean of Academic Services, School of Arts and Sciences, University of Alabama, in which the University Core Curriculum was discussed. Dr. Mitchell's talk focused on the need for faculty advisors to become more familiar with the Core Curriculum and its ingredients for junior college transfer students.

The Technical Division faculty received instruction in the use of video-taping in the teaching of technologies by Dr. Wendell Jordan, University of Alabama School of Engineering.

Interest area activities during the three-day conference included presentations on sports medicine (Physical Education), substance abuse and treatment (Allied Health), developments in teaching composition and English as a second language (Language and Fine Arts), use of microcomputers and review of educational software (Math and Science), student performance standards and use of criterion-referenced tests (Social Science), evaluation of user services (Learning Resources), curriculum development and refinement (Technical Areas), and new approaches and techniques in counseling (Counselors).

The program concluded with a demonstration which illustrated the use of a robot in the teaching of first aid and fire prevention and its potential use as a recruiting tool.



Larry Gosdin, EMT Instructor at GSCC, brought an unusual and lively visitor to GSCC's concluding Professional Development Session. The robot was loaned to GSCC by East Alabama Emergency Medical Services.

Jefferson Davis State Junior College

Hands on experience to improve one's computer knowledge and skills is what Jefferson Davis instructors received.

The first day of meetings the faculty was instructed in the use of WORDSTAR. Cooperation in the registration process and the importance of accuracy were learned. Jerry Weeks, computer science teacher, instructed faculty on various commands of the program such as blocking, deleting, and replacing.

Thursday, the second day of meetings Mr. Steve Sylvester from the Radio Shack Training and Support Division introduced software called "Deskmate". Faculty members again received excellent hands-on experience. All faculty were impressed by the consultant's presentation and appreciated the learning experience. On the computer was practiced a filing system program, a message system program, an

accounting system, and a time-management program. They researched computer techniques and the availability of software in their various disciplines.

Friday, November 14, was spent in demonstrating their knowledge in the use of the word processor by compiling the findings from research and reporting progress in computer use.

Overall the workshop proved to be very successful to the faculty by increasing their professional awareness to computer tools currently available in their respective fields; by helping them to be more efficient in registering students and by increasing their productivity as classroom teachers along the lines of computerized exam questions and answers, and student records.

Faculty members remarked that the workshop was an overwhelming success and its objectives had been met.

Muscle Shoals State Technical College

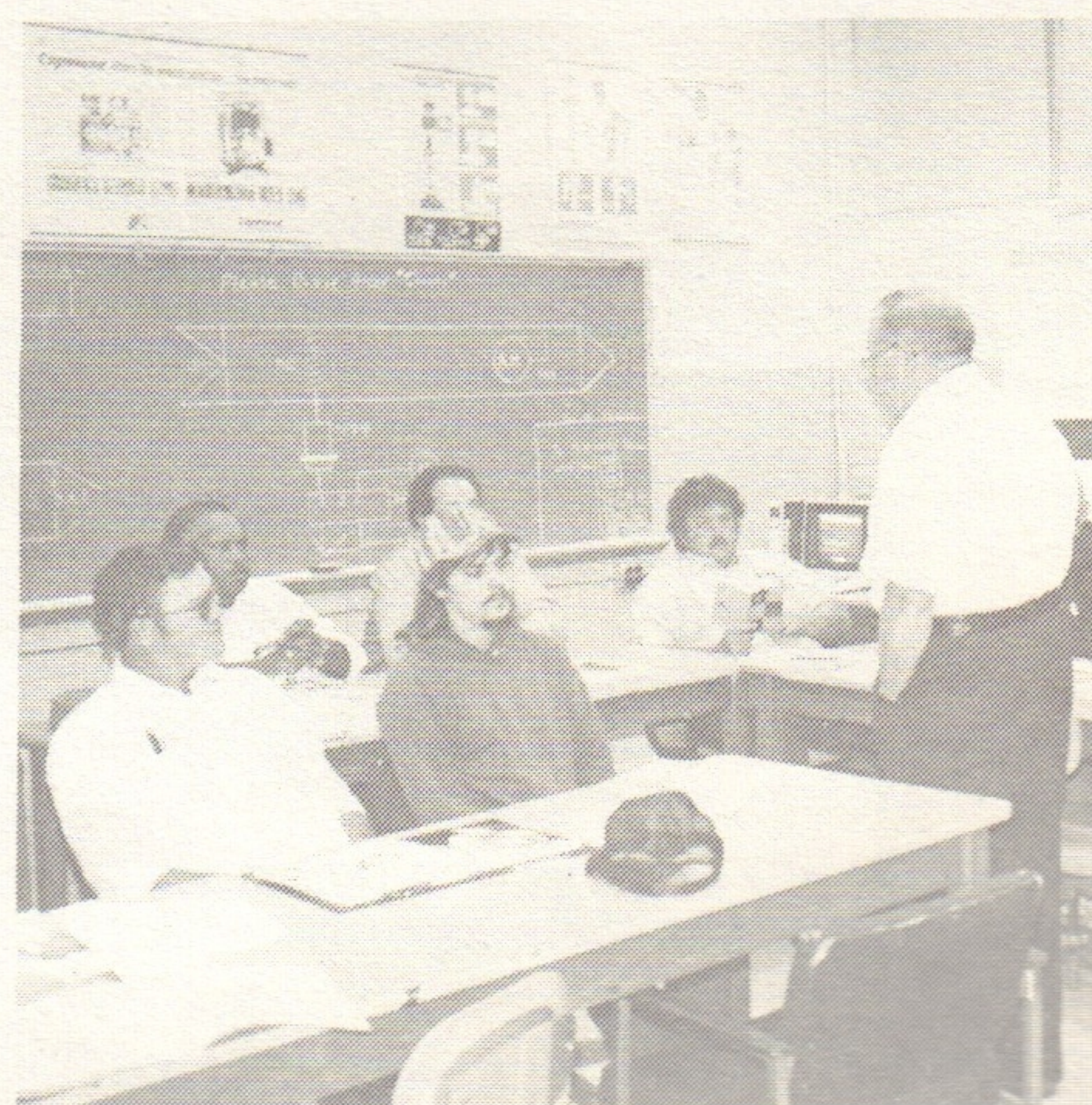
Muscle Shoals State Technical College kicked off the Professional Development Workshop with a CPR course for the faculty and staff. Emergency Medical Paramedics, Fay Inman and Anthony McGee from Helen Keller Memorial Hospital Emergency Service, gave instructions in CPR theory and hands on training to qualify the participants to receive a CPR Certification Card. The program was presented in such an organized way that everyone participated and enjoyed the activity.

On the second day, the program consisted of small group discussions and some field trips. Some of the topics discussed in these programs were: panel discussion with graduates on "Preparation of Students to Meet Current Business Trends", Safety in Woodwork, Electrical Safety, Welding Safety, Automotive Computer Diagnosis, Curriculum Upgrading, Studying Skills, Compressor Failure Analysis. Field trips were made to: Martin Industries, Florence; Humana's Bethesda Regional Cancer Treatment Center, Muscle Shoals; U.S. Diecasting Plant, Sheffield; visits with area high school counselors, Copeland Assembly Plant, Phenix City and Rheem Heat Pump Plant, Greenville.

The air conditioning and refrigeration program sponsored a one day compressor failure analysis program and invited all air conditioning/refrigeration instructors from the two-year colleges to attend and also technicians from the local air conditioning/refrigeration industry.

On the third day, a program was presented to faculty and staff on an "Economic Development Study" by Steve

Katsinas, Ph.D., Associate Director of the Institute of Higher Education Research and Services of University of Alabama. Dr. Katsinas gave the participants some insight on how an economic study is made and how it is used by industries in making a determination for plant location. In his presentation, he covered the desirable attributes of a community that attracts new industry and the even more desirable recognition of expansion of business and industry at a local level. The importance of the two year college system as an active partner with local business and industry in economic advancement was stressed by Dr. Katsinas.



Wednesday, Nov. 12, AC/Refrigeration Workshop - MSSTC

Left to right: Front row; Ronnie Cabler, John Inman, Robert Hoover, Copeland Compressor Co., Back row; Richard Hunt, James Foshee, George Kliney, Not seen: Leo Soloman.

Northeast Alabama State Junior College

Professional development coordinator Clifford Black at Northeast State Junior College had plenty to coordinate--general sessions with guest speakers, guest presenters for division meetings, workshops by Northeast personnel, and off-campus visits to community sites.

And with all that, he and his planning group are already plotting to do it better next time. Surprised at the number of responsive resources, the group plans to schedule the various division meetings so that even more interaction and participation can occur among divisions next year.

"Preparation for the Nineties" was the overall theme of the effort. Three general sessions, one each day, presented topics of wide interest: SACS Criteria and changes from the previous standards, with Dr. Gerald Cates, Associate Executive Director of the Commission on Colleges; Trends in Junior Colleges, particularly in the areas of academic strategy and student retention, with Dr. David Masoner of the Department of Higher Education, UA; and Health Care in the Nineties, trends and projections, with Mr. William Hynson, Administrator of the Baptist Medical Center in Fort Payne.

The Health Science Division focused particularly on the development of a healthy self-esteem and nurturing, the development of both self-confidence and concern for others. Dr. Allen Walworth, pastor of the First Baptist Church in Scottsboro, presented the division's initial session, entitled "Nurturing: Self-Assessment." Expanding on the same theme, Mrs. Marcelle Mitchell from a local department store made a presentation on professional dressing. Mr. Joey Mitchell, an elementary student at Trinity School in Arrington, Tennessee, presented his school project entitled "The Magic Pan: My Health Food Restaurant." Ms. Roberta Dobbs, a physical therapist at the Baptist Medical Center in Fort Payne provided a session on physical fitness.

The Division of Arts and Humanities was privileged to have Mr. Bob Word, Director of ACHE, speak on the topic of Higher Education and the Junior College. Other special guests of this division were Dr. Roy Meek, Dean of the School of Arts and Humanities at UAH, and Mr. G. B. Beasley, Principal of the Fort Payne High School, each relating trends in their specialty to the implications for higher education.

The Business and Science Division received an update on Alabama State Parks with particular emphasis on Desoto. The presenter was Mr. Talmadge Butler, Manager of Desoto. Other activities of the division included an update on technology involved in the poultry industry at Wayne Poultry

Processing in Albertville and new computer/robotics development at Game Time, Inc., Fort Payne.

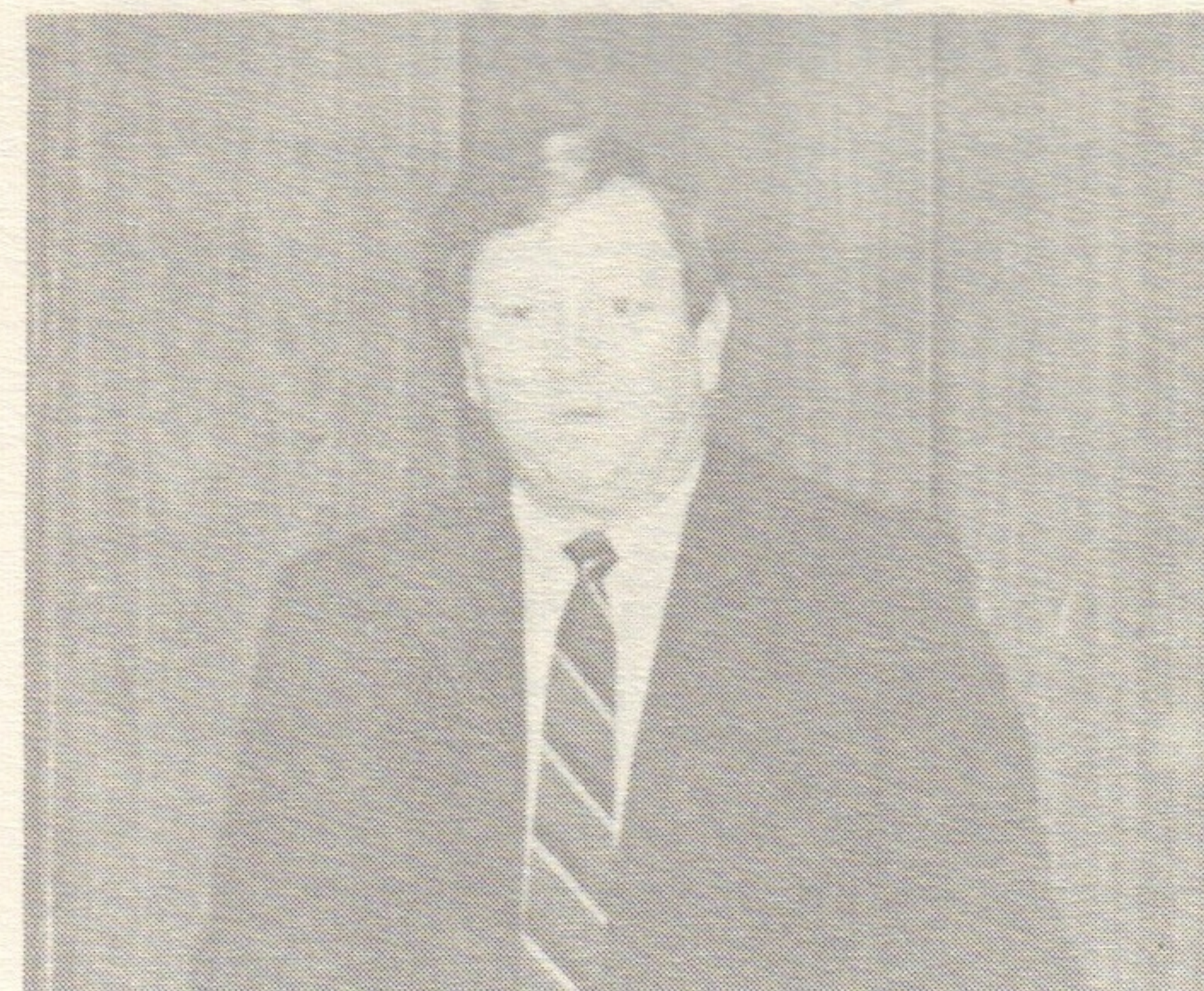
The Math and Physical Science Division hosted two Nuclear Regulatory Commission inspectors from Belfonte Nuclear Power Plant, John York and Bill Bearden, to address current operations of the Nuclear Regulatory Commission.

Two activities which were provided in response to the special requests of instructors were "CPR Training" and "Computer Application." These sessions were presented by Northeast's own personnel, respectively, Ms. Patricia Smith, HPR Instructor, and Mr. Larry Guffey, Director of Data Processing. Both sessions were open to voluntary participation and were among the most popular. Northeast is

especially proud to help prove the resourcefulness of junior college personnel in providing their own professional development activities.



Among the many professional development activities at Northeast were two voluntary-participation sessions on CPR Training by Ms. Patricia Smith, HPR Instructor at Northeast (November 13 and 14, 1986).



Mr. Bob Word, Director of Alabama Commission on Higher Education, addressed the Division of Arts and Humanities at Northeast on the topic of "Higher Education and the Junior College" (November 12, 1986)

Northwest Junior College

The theme of Northwest Alabama Junior College's Professional Development Program was "Working Together for More Effective Service." Personnel from the college and other outside consultants were in charge of the program. The three day inservice was designed to provide one day's emphasis on college wide issues; the second day emphasized division and departmental development concerns; and, the third day with individual professional growth matters, all of which are perceived as contributing to better service to our students.

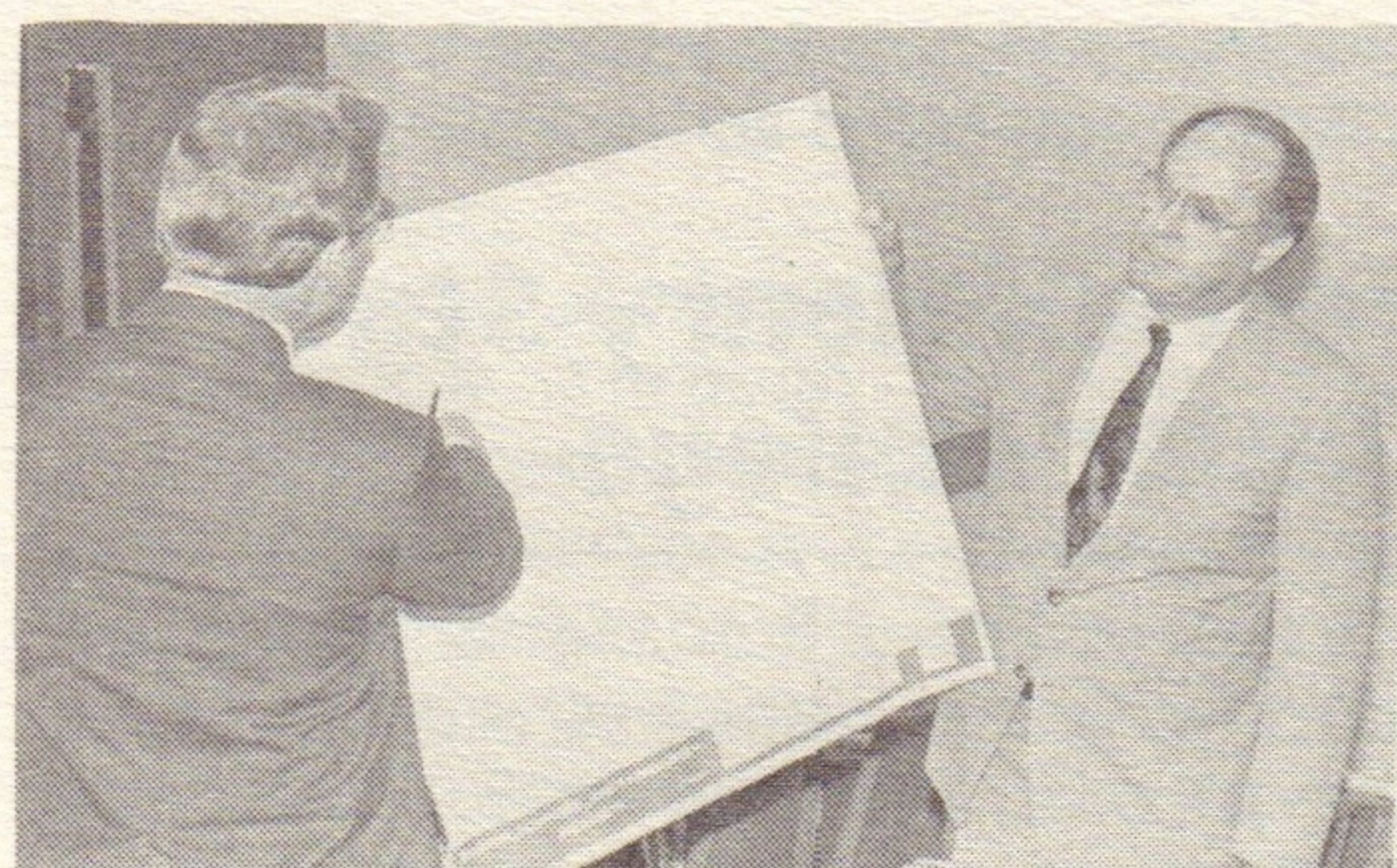
All administrators, faculty and staff attended the first day's sessions. It began with reports from Dr. Charlie Britnell, college president and Mr. Bobby Denton, Coordinator of Special Activities, concerning renovations at the Tuscumbia Campus. For the remainder of the day, reports from various Title III activity directors were given.

Accomplishments through these activities were presented to those present. Making presentations were Dr. Gary Wolfskill, Activity Director of the Title III Curricula Support System; John Colagros, Media Specialist; Stewart Phillips, Activity Director of the Title III Institutional Outcomes Assessment; Sharon Williams, Activity Director of the Academic Information Support System; and Martha Reese Public Relations Officer.

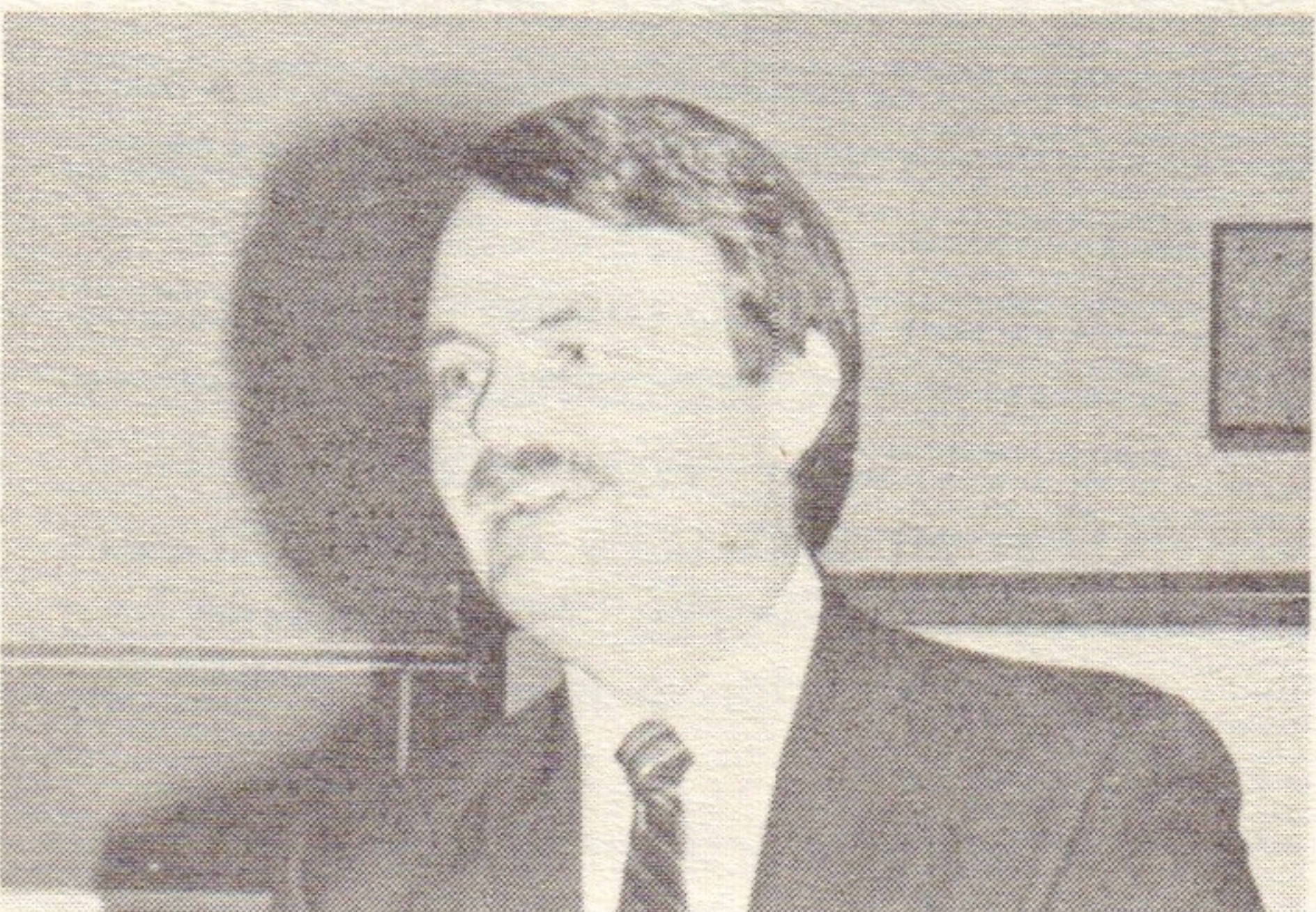
On Thursday and Friday, several computer workshops were available to faculty members in addition to departmental planning meetings. On Friday, the staff attended an all day Career Track workshop-seminar on "Team Building" and "Working Toward Excellence" conducted by Greg Trulson. The faculty were involved in individual meetings and attended an alcohol/drug abuse seminar led by Hal Davidson, certified addiction specialist with the TVA alcohol and drug unit.



Members of the Northwest Junior College staff listen intently as Greg Trulson, Career Track consultant, conducts his workshop during Professional Development Week.



Bobby Denton, Director of Special Activities, left, and President Charlie Britnell, right, review the blueprints for planned renovations for the Tuscumbia campus.



Greg Trulson, associated with the Career Track seminars, presented an interesting and informative workshop to Northwest staff.

Northwest Alabama State Technical College

The primary goal of Northwest Tech's "Professional Awareness Week" was to create a greater understanding of the comprehensive operations of the school, thus promoting a deeper sense of personal responsibility toward the institution. The seminar spanned individual responsibilities and crossed various departmental and administrative lines.

The theory of the workshop was this - if each employee is aware of the duties of others in the organization, a greater appreciation for the whole can be achieved. The examination included such areas as community relations, marketing, placement, retention, assessment of resource materials, and evaluation of the physical environment. Ideas on ways to improve course offerings and avenues to better serve the student population were generated through these interaction exercises over the three-day period.

Another aspect of the workshop was the industry visitation day. Appointments were arranged with area industries to allow visitation of their facilities. During the visitation, the instructors discussed new developments with plant personnel, examined equipment being utilized, and probed into what type of skills are most desired in the current job market. These visits enabled the instructors to increase their awareness of current trends in the private sector. By doing so, the instructors will be able to remain up-to-date on new technological advances in their specialty fields and thus be better prepared to disseminate information to the student concerning state-of-the-art equipment.

Nunnelley State Technical College

On Wednesday at Nunnelley State, time was spent visiting businesses and industries throughout the service area. Instructors were encouraged to visit organizations which had outstanding components such as state-of-the-art equipment, streamlined procedures, high productivity, and a positive recognition within the service area.

Nunnelley Tech faculty joined faculties from **Walker Tech** and **Shelton State at Bessemer Tech** for a day of motivation which included outstanding motivational talks by Dr. Carl Hurley, who spoke on "It's Great to be a Teacher," and Dr. James Buford, who spoke on "Performance Appraisal." Bessemer Tech hosted the group with an enjoyable social hour after the presentations.

The third day of Professional Development was spent back at NSTC with reports on visits to business and industry by the faculty. This was a positive time of interaction, and everyone attending this session gleaned an insight into what is happening in these technical areas outside the shop/classroom. Instructors and administrators were challenged to make all curricula and shop experiences relevant to what is expected of our graduates once they become employed.

Dr. Patricia Seymour, University of Alabama, Tuscaloosa, spoke to the entire faculty and staff as the highlight of Friday's professional development. Her remarks were extremely motivational and inspiring.

In summary, this three-day educational experience allowed instructors to enhance their networking skills by increasing their contacts with professionals in business, industry, and other two-year colleges and to identify and document information about technical innovations gained during the conference that can be incorporated into their curricula. The motivational presentations by quest speakers certainly heightened the significance of exhibiting enthusiasm, knowledge and love for one's profession.

Opelika State Technical College

The Opelika State Technical College faculty participated in 3-days of planned activities designed to facilitate individual professional development.

Joe Self of the Alabama Industrial Development Training Office presented a dynamic day-long session stressing that "people" are our greatest resource. Mr. Self informed participants of the function of the Alabama Industrial Development Training

Department and its relationship to technical education programs and the state's economy. He vividly illustrated, through a variety of media, the effects of communication failure on an organization. Mr. Self stressed that "meanings are in people not in words" and challenged the participants to be conscious of this. Two films "People and Productivity: we learn from the Japanese" and "Trust" demonstrated practical methods for improving performance through positive reinforcement.

Thursday, participants learned up-to-date first aide measures for many potential on-campus problems and increased their awareness and knowledge of a substance abuse problem locally, statewide, and nationally.

Gene Manning, a paramedic with 8 years experience, demonstrated and discussed emergency treatment of a variety of injuries and health disorders. Mr. Manning included a review of CPR and the new changes, care of seizure victims, lacerations, burns, electric shock, eye injuries and diabetic emergencies.

Detective Jessie Seroyer, of the Opelika Police Department concluded day two with an informative discussion of the substance abuse problem. Detective Seroyer has 6 years experience in undercover work and has recently been appointed to the Alabama Attorney General's Task Force on Drugs. Participants viewed a documentary "48 Hours on Crack Street", viewed samples of heroin, cocaine and crack, and learned from an informal question and answer session how to both recognize signs of abuse in an individual and how to intervene in cases of actual or suspected abuse situations.

Patrick Henry State Junior College

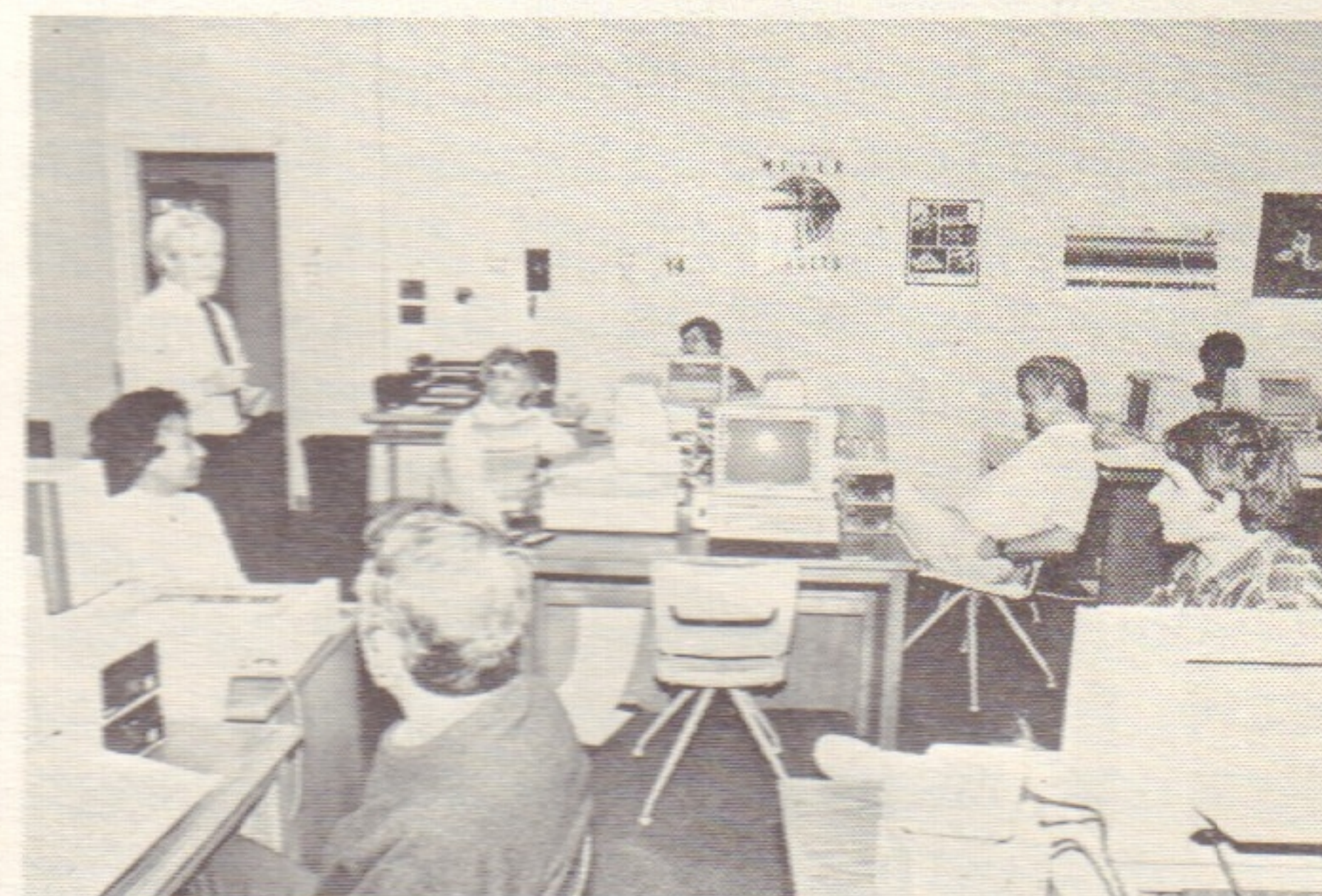
A day of instruction and familiarization activities in the Apple microcomputer lab was part of the November professional development plan at Patrick Henry State Junior College.

Faculty members selected one or more computer workshops to attend, based on their prior knowledge of computers.

The following sessions were held, with PHJC faculty and administrators teaching their peers:

1. "Introduction to the Microcomputer," led by John Craven and Fran Craven of the computer center staff.
2. "Creation and uses of spreadsheets using Appleworks," led by math and computer science instructor Murray Butler.
3. "Personal word processing on the microcomputer," led by office administration instructor Sally Griffin.

4. "Introduction to databases used as electronic files," led by PHJC Academic Dean Ken Hudson.

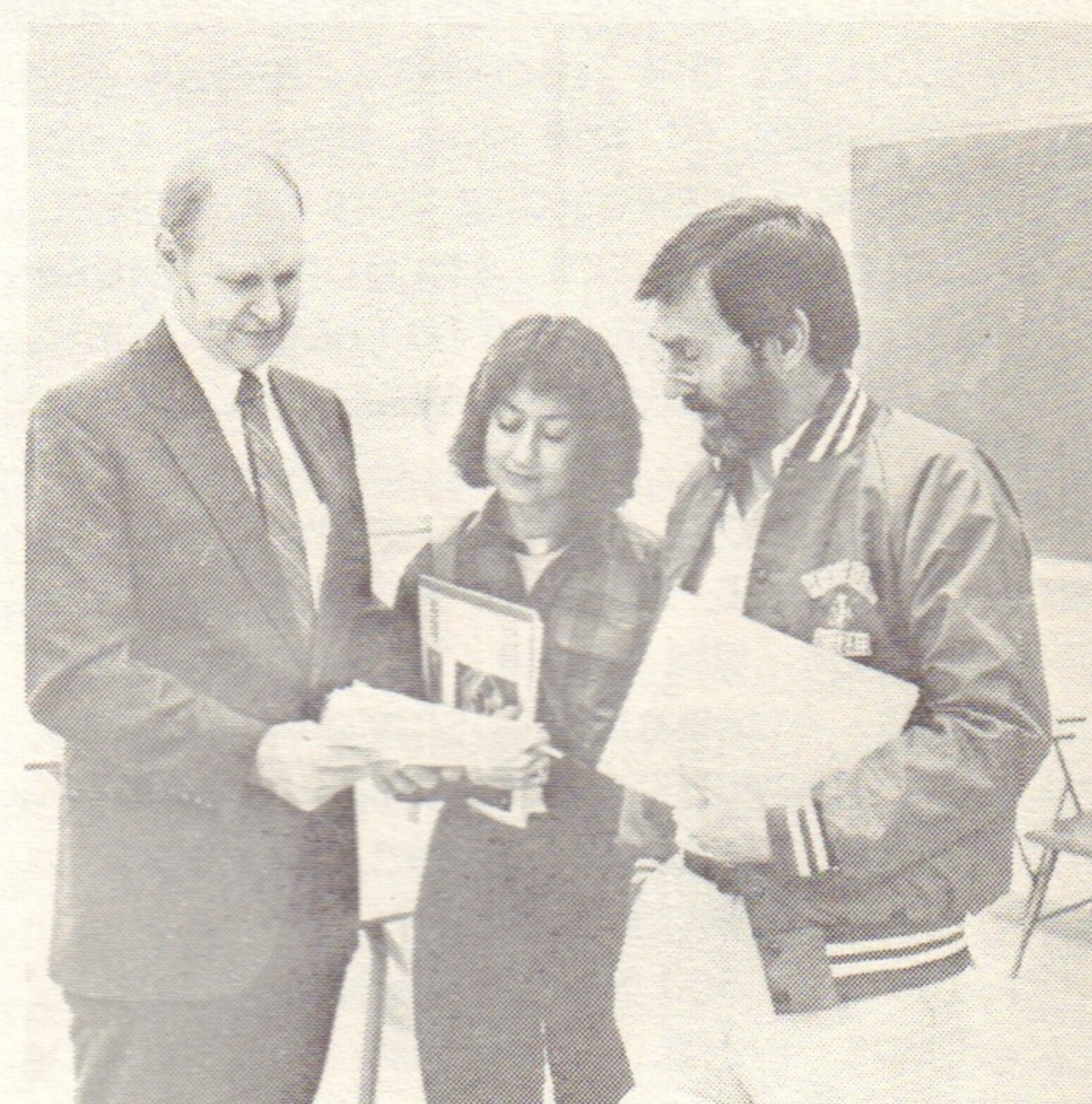


Instructor Murray Butler (standing, left) teaches session on computer spreadsheets at Patrick Henry State Junior College.

Preparation of course objectives was the topic when Dr. Gerald Halpin, Alumni Foundation Professor of Evaluation and Research at Auburn University, addressed Patrick Henry State Junior College faculty members Nov. 12 during professional development workshops in Monroeville.

Halpin, who teaches measurement and statistics courses at Auburn, dealt primarily with why and how to write a competency-based course syllabus.

Prior to Dr. Halpin's workshops, a session on reading and writing across the curriculum was led by Dr. Margaret Murphy, chairman of the PHJC Language and Fine Arts Division. She has a B.S. degree from Auburn University, M.Ed. from Livingston University and Ed.D. from the University of Southern Mississippi.



Dr. Gerald Halpin (left), Auburn Foundation Professor of Evaluation and Research, talks with Patrick Henry State Junior College science instructors Shella Gegan and Rhett Barnes following a session on course objectives.

John M. Patterson State Technical College

Harper Council Trenholm and John M. Patterson State Technical Colleges jointly planned and coordinated professional development activities at the Ft. George C. Wallace, Montgomery, Alabama. The workshop focused on learning disabilities, basic principles on becoming effective educators, and improving articulation between secondary and postsecondary occupational programs.

Mr. Carl H. Nowell, State Supervisor, Vocational Rehabilitation; Dr. Otto Arnoscht, VR Psychological Consultant; Mrs. Letta Gorman and Mr. Rex Gurley, Center for Rehabilitation Services (AUM); Mr. Joseph Lambert, Postsecondary Liaison, Vocational Rehabilitation; Dr. Carol Dowdy, Sparks Center for Developmental and Learning Disorders, UAB; members of SLD Support Group--Mr. Ken Baker (employer), Ms. Ann James (parent/advocate), Mrs. Virginia Sewell, SLD Supervisor, Montgomery County, and a "We Learn Differently" Panel--made a significant contribution to the workshop through their enthusiastic, informative presentations. These presenters addressed the state of the art of specific learning disabilities including the different types of SLD, the diagnostic identification, CAM--compensations, accommodations, modifications and strategies for those with SLD to achieve maximum potential; the SLD support services for postsecondary institutions, and accessing vocational rehabilitation services.

Members of the panel as well as other presenters, clarified questions as to the difference in mental retardation and learning disabilities, and whether learning disabled individuals can lead everyday, productive lives.

The presenter for the second day was Dr. Willie D. Larkin, Organizational Development Specialist, Auburn University, who discussed the powers of positive thinking and personal goal setting, balancing work and the family, enhancing student motivation, utilizing time effectively, and burnout prevention, all of which should result in the development of a "good teacher who makes a world of difference in education."

Dr. Larkin, a dynamic, charismatic speaker, kept the audience on the edge of their seats with his spell-binding presentation. He said in order to be a good teacher, we must be decisive; act promptly once we have decided what to do; recognize time thieves for what they are; have confidence in our goal and

ourselves; concentrate on the task at hand; learn how to buy and store time; plan our day, and do first things first. He stated further that we must be in control of ourselves; be able to appreciate other points of view, and use value judgments consciously and sparingly. As winners, we must develop the habit of doing the things that losers don't like to do. Winners don't condemn, criticize or complain; winners show real, honest and hearty appreciation; winners give before they get; they smile often and remember names; they are effective communicators by listening; winners think, act and look happy and successful; they never engage in worry conversations; they always greet others with a positive, cheerful statement; winners look for and expect GOOD things.

In closing, Dr. Larkin challenged the audience with the "Million Dollar Personal Success Plan":

- I. Crystallize Your Thinking (Determine what specific goal you want to achieve.)
- II. Develop a Plan for Achieving Your Goal, and a Deadline for Its Attainment. (Plan your progress carefully.)
- III. Develop a Sincere Desire for the Things You Want in Life. (A burning desire is the greatest motivator of every human action.)
- IV. Develop Supreme Confidence in Yourself and Your Own Abilities. (Enter every activity without giving mental recognition to the possibility of defeat).
- V. Develop a Dogged Determination to Follow Through on Your Plan, Regardless of Obstacles, Criticism or Circumstances or What Other People Say, Think or Do. (Construct your determination with sustained effort, controlled attention, and concentrated energy).

In an effort to improve articulation between secondary and postsecondary occupational programs, the faculty and staff of **John Patterson and Trenholm State Technical Colleges** visited the area vocational centers. This activity was a success in that it was an enlightening experience for both the secondary and postsecondary employees.

The evaluations also attest to the success of the workshop.

Shelton State Community College Technical Division

Shelton State Community College -- Technical Division had a very successful November Conference. The goal of the workshop was to aid the faculty in the development of evaluation criteria to be used for faculty and student evaluations.

On Wednesday Dr. Robert Kimbrell, Educational Specialist with Trade and Industrial Education, gave a very interesting presentation on "Student Evaluation". Dr. Kimbrell stressed the importance of the role effective student evaluation plays in the overall learning process of the student.

On Thursday, faculty members from Shelton, Nunnelley, Walker and Bessemer had a joint session at Bessemer State Technical College. The morning session speaker was Dr. Carl Hurley, America's Funniest Professor, who's topic was "It's Great to be a Teacher". Dr. Hurley combined humor with an important message dealing with developing positive attitudes toward teaching.

Dr. James A. Buford, Jr. from Auburn University spoke on "Performance Appraisal" in the afternoon session. Dr. Buford's presentation centered on the use of task analysis to develop evaluation criteria.

Shelton State Community College faculty returned to Tuscaloosa for their final session on Friday which was conducted by Dr. Robert Kimbrell. Dr. Kimbrell presented a program that dealt with the observation of faculty by administration for evaluation purposes.

Southwest State Technical College

Southwest State Technical College held its Annual Alabama Two-year College System Professional Development Workshop on campus November 12-14, 1986. The theme of the workshop was "Moving Toward Excellence Through the Self-Study Process". This theme encompassed a number of specific sessions aimed at various aspects of improvement on campus, such as Long Range Planning, Audio Visuals, Improvement of Instructional Materials, and Recruitment and Public Relations. Other, more specific, sessions addressed Programmable Controllers, Barbering/Cosmetology, and First Aid in the Shop. The final day included two stimulating sessions -- Communication in the College and Stress Management.

Snead State Junior College

Two of the more interesting professional development activities at Snead State Junior College dealt with WRITING-ACROSS-THE-CURRICULUM. Dr. Grimes defined and explained the concept and then illustrated procedures by which teachers of art, mathematics, biology, psychology, and other courses can use writing more effectively to instruct and evaluate students. A stimulating question-and-answer session concluded Dr. Grimes' presentation.

Dr. Carl Witty, Academic Dean at Athens State College, explained the LONG-RANGE PLANNING process to Snead's faculty, staff and administration. Input and questions by Snead personnel made more interesting Dr. Witty's challenging and enjoyable presentation.

Other professional development activities at Snead included a stress management seminar presented by Ms. Sue Massey, Social Worker for the Boaz-Albertville Medical Center; a financial management seminar

presented by Ms. Bonnie Sisty, consultant with Merrill-Lynch; and a demonstration of new physical fitness equipment by Mr. Herman Johnson, Snead instructor. Snead's jogging course and fitness court were obtained, in part, by a grant from the National Fitness Campaign and were installed adjacent to the Wallace-Plunkett Gymnasium.



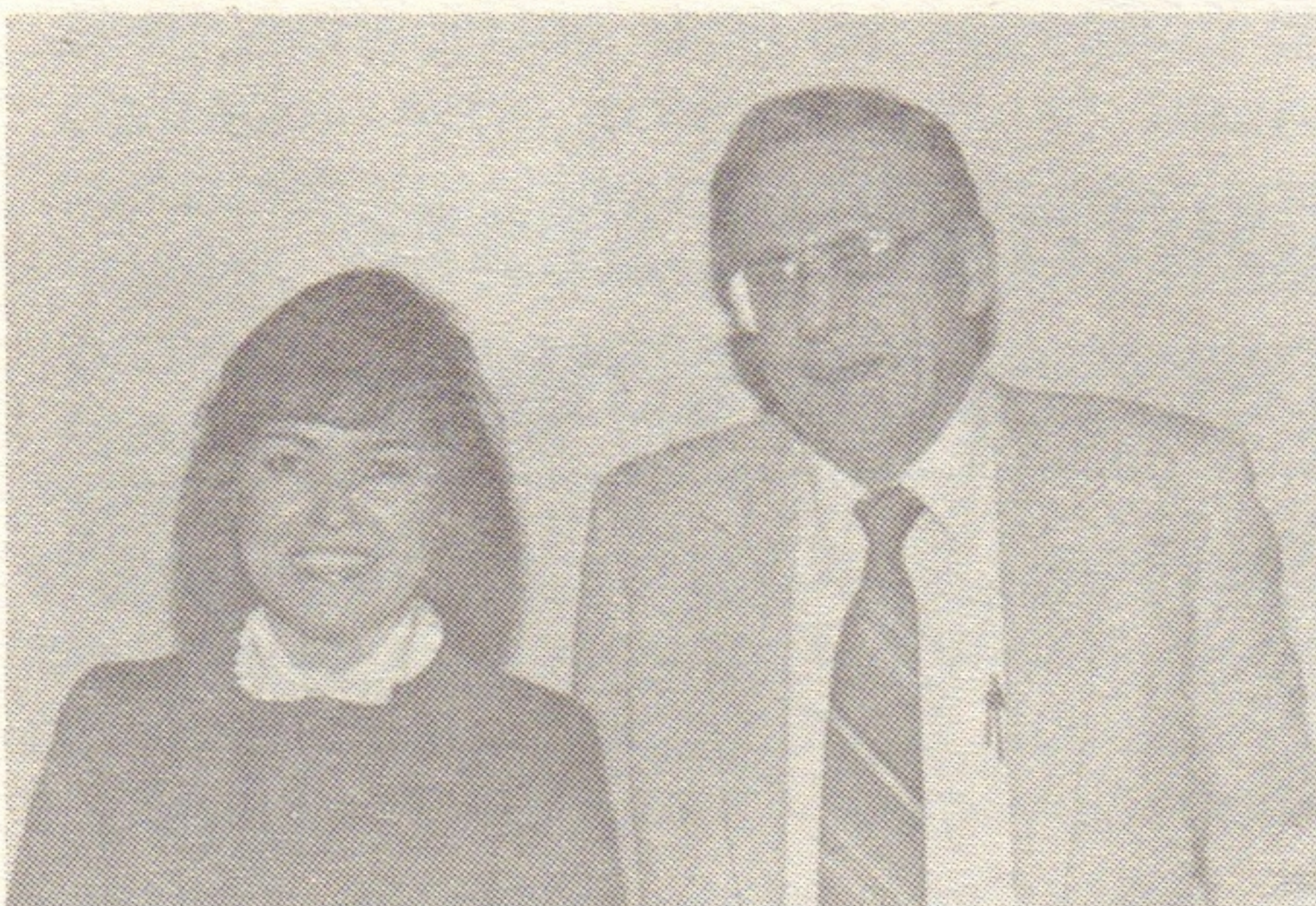
L to R: Mrs. Sue Kelley, Dr. Dorothy Grimes, Dr. Bobbie Glassco, Mrs. Elizabeth Cooper



Melinda Kitchens, Snead Instructor



Dr. Carl Witty and Dr. Bobbie Glassco



Bonnie Sisty, Merrill-Lynch, Glenn Mare, Dean of Instruction.



L to R: Dr. William Osborn, SSJC President, Ms. Sue Massey, B&A Medical Center, Glenn Maze, Dean of Instruction, SSJC.

Sparks State Technical College

Exciting, challenging, thought-provoking, and insightful are all words that could be used to describe the Fall Professional Development Workshops at Sparks State Technical College. Using speakers and workshop leaders from local institutions and the community, Sparks had a most informative and provocative experience.

Leading off the series was Dr. Jim Owens of Chattahoochee Valley Community College who brought a historical perspective to budgeting on the state level and discussed factors which influence college budgets present and past. Programs of establishing budgets and how earmarked funds are obtained and disbursed were also presented.

Thomas Harrison, President of Troy State in Dothan, brought ideas on recruitment and retention and led the group in an interesting question and answer type format on how to attract and retain students, who has the major responsibilities in these areas, the best and worst methods of accomplishing these goals, and how to avoid the pitfalls of recruiting.

Celia Taylor, a local resident and member of the Columbus College faculty, provided a series of Communication Skills Workshops. By talking with administrators she determined what they perceived as the biggest problems in communication skills at Sparks. Mrs. Taylor then organized and presented five sessions that dealt with the following topics: The self-concept — key to communication; Perception — what you see is what you get; Listening vs. hearing; Getting it all together; and Hitting the job market. These were most exciting and involved a wide-range of exercises, media, and reading for the participants.

Paul D. Wilson, of Paul D. Wilson Seminars, has been in sales and delivering sales seminars for 42 years. Hearing him speak to Chamber members provoked an invitation to speak at Sparks, since ultimately what we provide as a college are services, which are contracted by selling the concept to students. Mr. Wilson plans his deliveries around the business of the client and provided much information on ways of working with the public, represented by students, successfully. Known for his motivational skills and ability to create a desire for excellence, Mr. Wilson found a willing and receptive audience.

The general consensus was that rarely had such a gathering provided the information and help that was so individually needed by the faculty and staff.

1987

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Wallace College of Dothan

A high standard of self-improvement, urged by Dr. Nathan Hodges, President of Wallace College, was the watchword during the Professional Development Workshops.

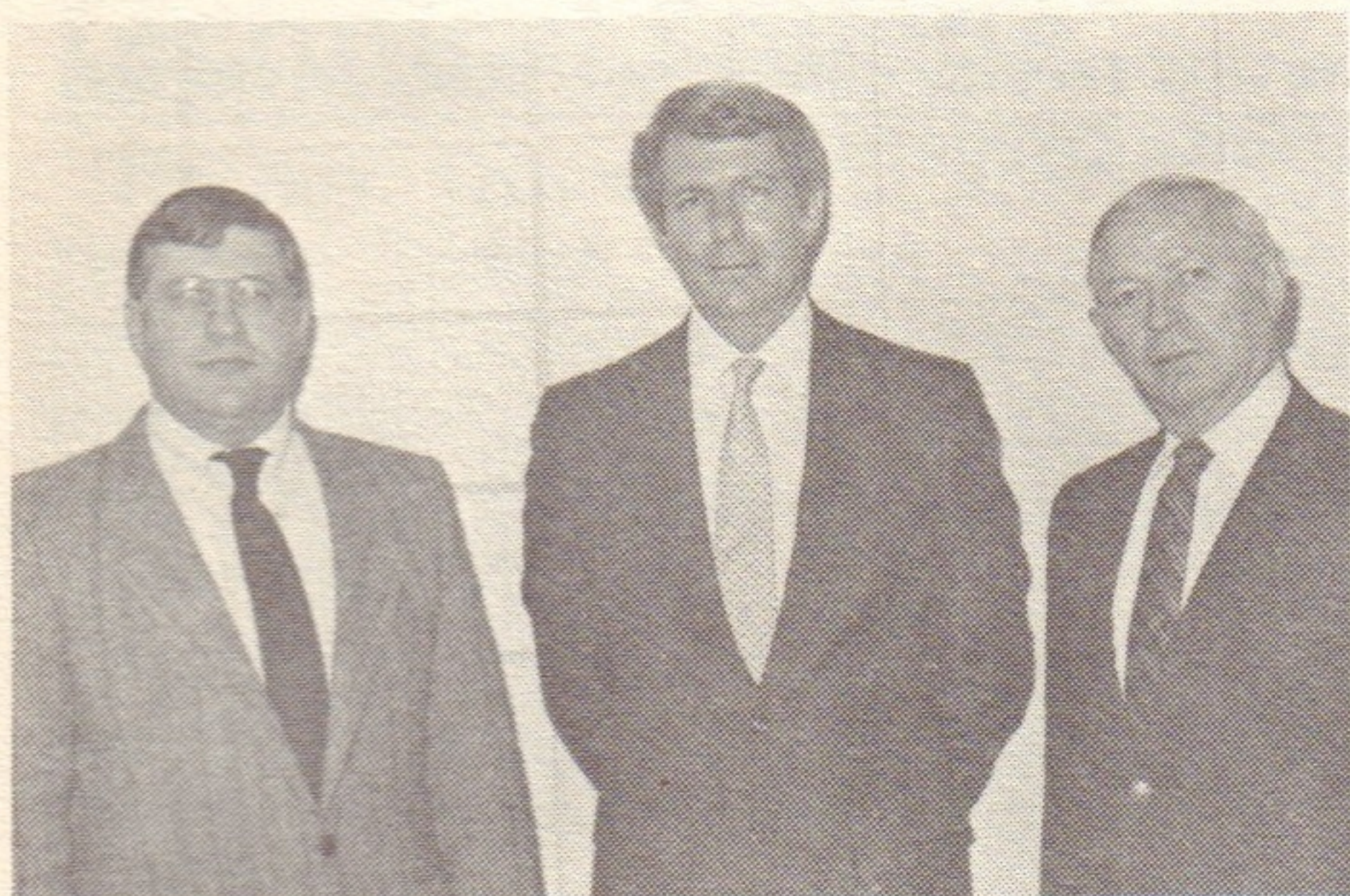
Speaker for the opening session was Rep. Pete Turnham of Opelika. He acknowledged that education faces a battle during the next few years with a conservative legislature which is likely to be reluctant to pass any taxes. "We must prove in education that we are spending our dollars wisely," Rep. Turnham said.

In this opening session, which set the tone for the three-day event, Dr. Hodges observed that "We get out of professional development exactly what we put into it... When you're in the people business, you are committed to care, and when you're in education, you are in the people business!"

Dr. Frank Rose of the Auburn University Space Power Institute spoke first to faculty, and later to a group of top science students from a dozen Wiregrass high schools, sharing his knowledge of Auburn's contribution to the Star Wars research.

Dr. Rose — who was brought to the Wallace College campus by Dr. Florence Voris and John Michel of the Science faculty — described the techniques to be used to combat intercontinental ballistic missiles and explained the level of performance of each of these mechanisms at the present time.

Auburn's particular contribution is to provide power storage and generation rivaling the Farley Nuclear Plant in a device small enough to be placed in orbit.



Opening session speakers: (left to right) Dr. Rose, Dr. Hodges and Rep. Turnham.

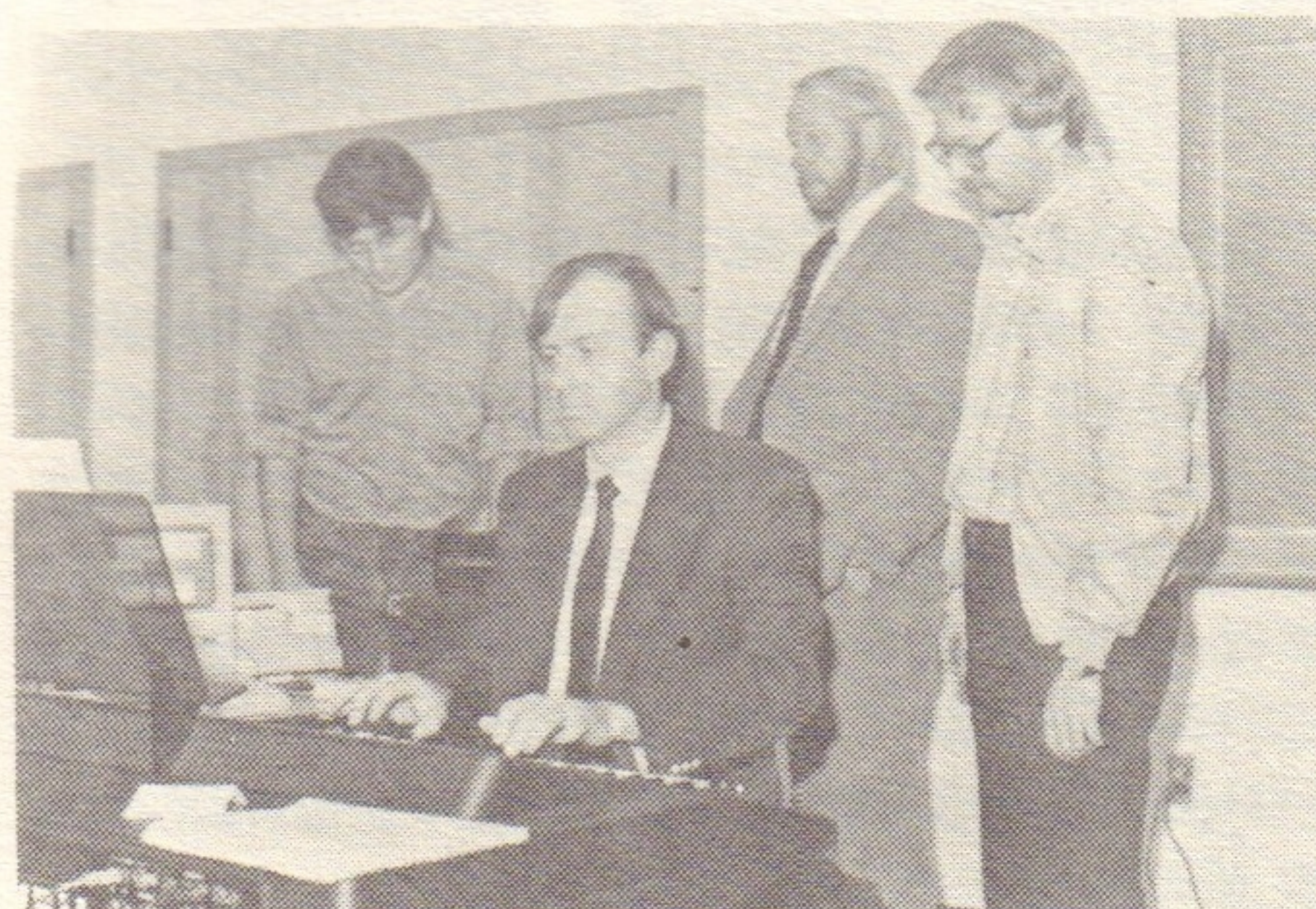
The remaining two days featured seminars and workshops for every department, calling upon the "home-grown" expertise found right on the campus and a few guest speakers to share their talents and knowledge.

Lindy Bailey, IBM representative, addressed the academic faculty on trends in using computers in education with emphasis on artificial intelligence.

Gerald Smith of Boston — a graduate of Brandies University and Harvard University — a synthesized keyboard expert, demonstrated the Kurzweil Music Systems



Lindy Bailey (left), IBM representative, shows new hardware to Dr. Imogene Mixson, academic dean, and Dr. John Hayman, computer teacher.



Boston's Gerald Smith, synthesized keyboard specialist, demonstrates digital sampling keyboard for Music Dept.

digital sampling keyboard for music faculty and students, and others on the campus who found time to attend. His visit to Wallace College was sponsored by Whitman Music Co.

Curtis Thommason of Lurleen Wallace Junior College in Andalusia, met with the Counseling staff and discussed ways to utilize ASSET test scores for greater service to our students.



Counselors learn more about uses of ASSET test scores from Curtis Thommason (center). Mrs. Lydianne Merritt (right) and Tellis Copeland.

Training for industry coordinator Pat Harkins brought a panel of local industrialists to share their knowledge with the Technical Division faculty. The speakers included Chip Lipscomb, state coordinator for Alabama Industrial Development Training (AIDT); Denny Pompa, training assessment coordinator for Micheline Tire Corp.; and Joe Beckham, Nuclear Information Supervisor for Alabama Power Co.



Training for Industry Panelists: (L to R) Lipscomb of AIDT; Mrs. Harkins; Pompa of Micheline; and Beckham of Alabama Power Co.



Comer Daughtry, computer expert, demonstrates new uses of the equipment to Business Faculty members at Wallace College.

Comer Daughtry, director of management information systems on the campus, demonstrated to technical business faculty, new ways of using the computer in their classrooms.

Dr. Elsa Price, Wallace College science instructor, conducted a session on Stress Management Techniques, or How To Cope With Life.

Secretaries and other women support personnel attended a demonstration by Becky Landon, color and wardrobe consultant, on Visual Impressions — Achieve A Polished, Confident Appearance and Simplify Your Life in the Process.

Friday morning was "play time" as the entire faculty and staff explored the positive effects of exercise and recreation under the direction of the Physical Education faculty.

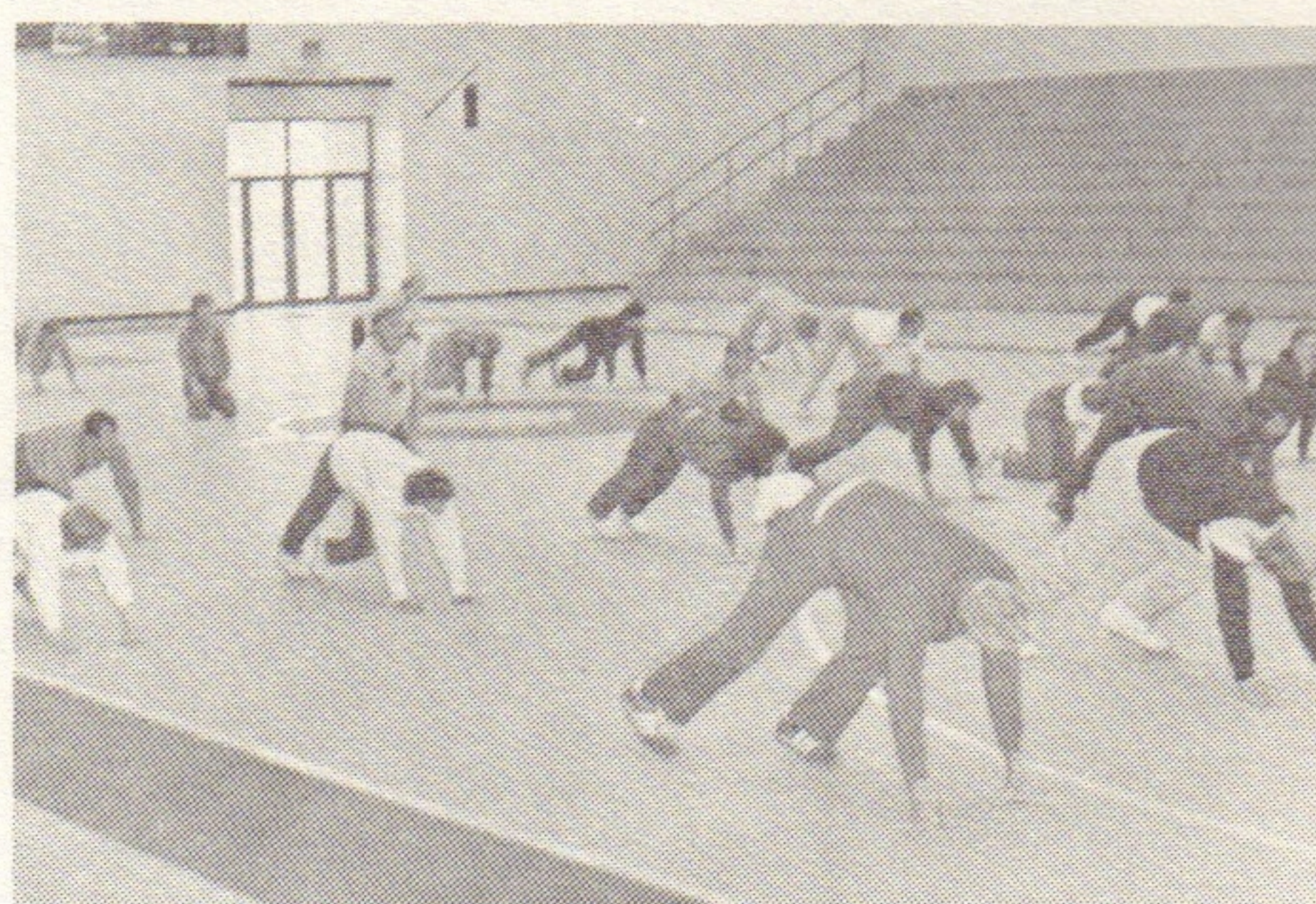
Steadman Shealy of Dothan, newly elected member of the Alabama State Board of Education, joined the entire group for a

luncheon in the campus cafeteria. He pledged his best efforts for the people he represents and promised the educators he



Becky Landon, fashion and color consultant, "drapes" bookkeeper Liz Thompson to determine her most flattering colors.

will always lend an ear to their problems and return their calls promptly.



Faculty members attended an aerobics class in the gym at Wallace College.



Ms. Marilyn Centner, Div. of WINN (Women in Need)

Lurleen B. Wallace State Junior College

Lurleen B. Wallace State Junior College in Andalusia conducted the first of the three-day workshops on "Writing Across The Curriculum." Topics covered included a rationale for writing across the curriculum, evaluation strategies, holistic grading, and practical applications of writing across the curriculum.

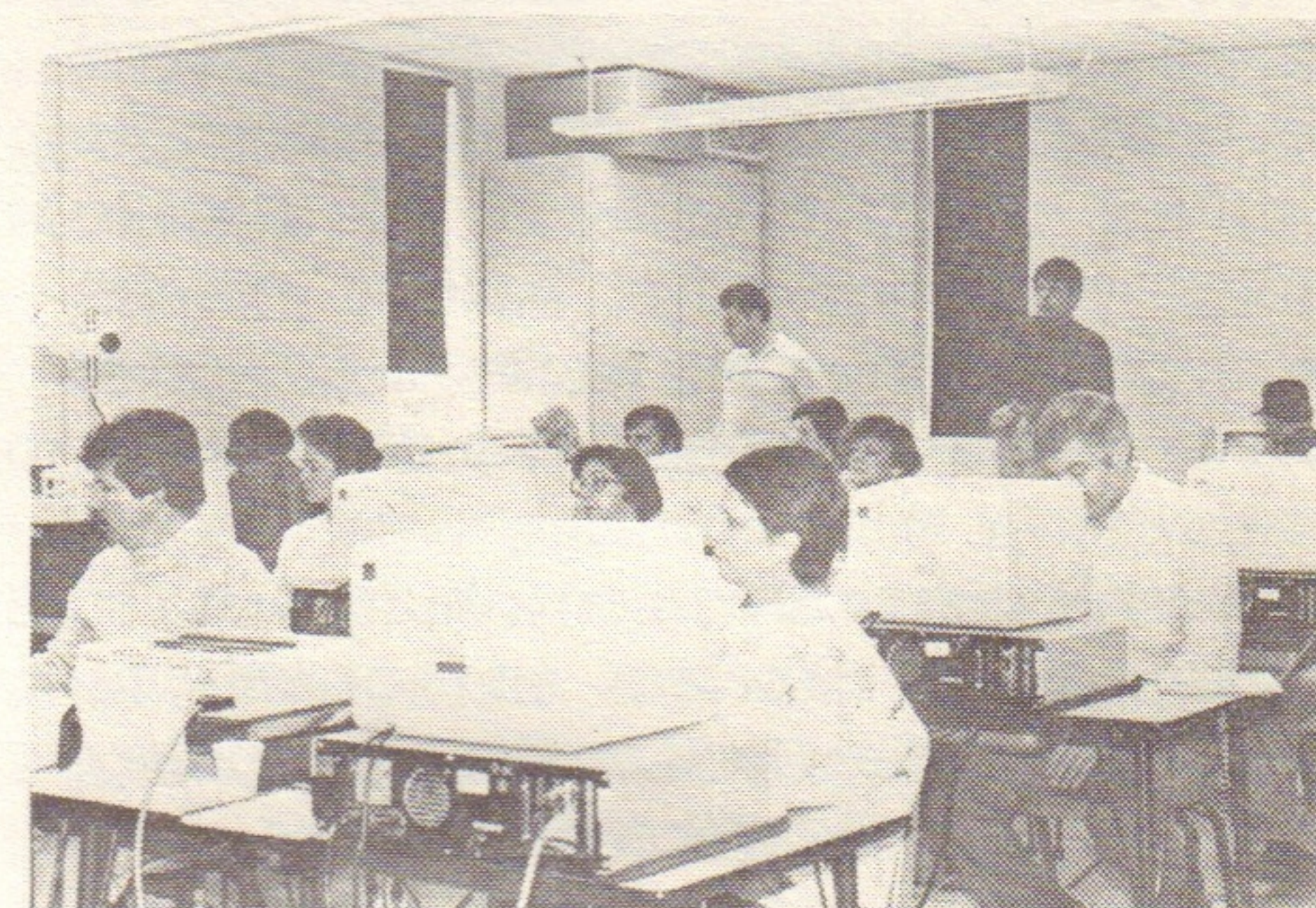
Speakers included Dr. Marilyn C. Beck, dean of academic affairs, Bev Smith and Steve Hubbard, English instructors, Lou Ellison, Chairman of the Language and Fine Arts Division, and Dr. Gertrude Schroeder, professor of English at Troy State University.

Dr. Schroeder, as keynote speaker, gave detailed suggestions on the incorporation of writing into all subjects taught at the college. She convinced those present that writing across the curriculum is an ideal strategy for learning in the content areas.

The Nov. 13 workshop featured Ms. Marilyn Centner, Director of WINN (Women in Need) Program for displaced homemakers and single parents at LBW. She spoke on "Recruiting, Advising, Teaching, and Retaining Adults."

Both faculty and staff gained new skills in the Nov. 14 computer workshop. The faculty worked on word processing applications on the IBM Personal Computers. Instructors for the courses were Dr. Barbara Linder, Byron Drew, and Anne Mallory, members of the Business Division, Tom Steele, Social Science instructor and Larry DeFilippi, a member of the Math-Science Division.

At the same time the LBW staff learned a new wordprocessing package, Display-Write/36. Jerry Wishum, director of Computer Services, conducted this workshop.



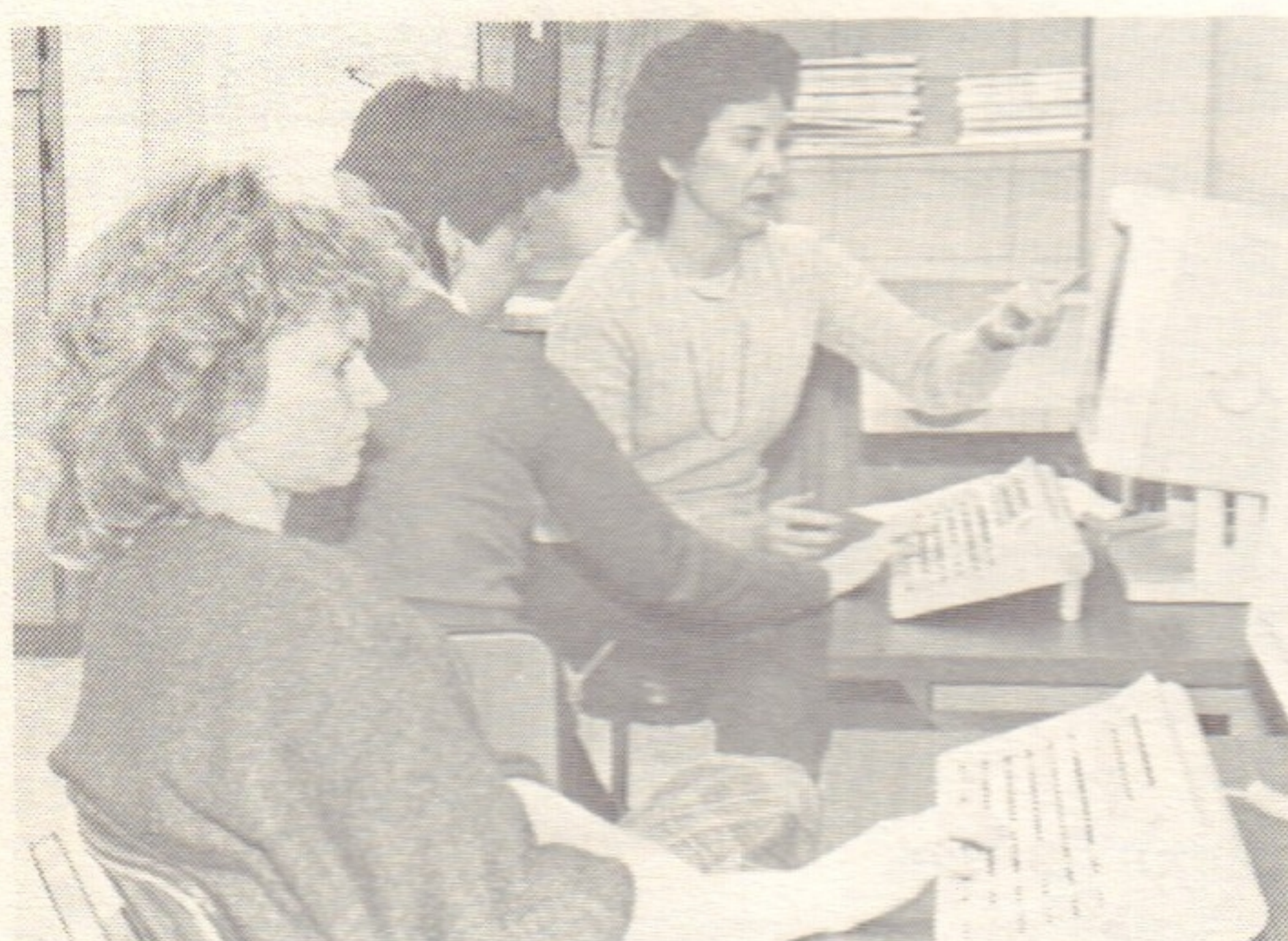
The LBW faculty gained new skills on the IBM Personal Computers.



Speakers for the "Writing Across The Curriculum" workshop at Lurleen B. Wallace State Junior College on Nov. 12 were from left, Dr. Marilyn C. Beck, Steve Hubbard, Dr. Gertrude Schroeder, professor of English at Troy State University, Ms. Lou Ellison and Bev Smith.



The Adult Re-entry Club (ARC) was formed on the Lurleen B. Wallace State Junior College campus in October with Marilyn Centner as sponsor. Twenty students attended the organizational meeting, which elected temporary officers and established by-laws for the club. Shown at the meeting are seated, LBW dean of students, Dr. James Krudop, and standing from left ARC sponsor Marilyn Centner, vice president Franz Killebrew, Evergreen; reporter Donna Douglas, Opp; president Robert Parker, Florida, assistant reporter, Betty Aughtman, Opp; and secretary-treasurer Margaret Fox, Brantley.



LBW staff learn a new wordprocessing package, Display-Write/36, at the November Professional Development Workshops held at the college in Andalusia. Shown are Mary Lockler, secretary to Wayne Bennett, Director of Financial Aid, Charlotte Morgan, secretary to Dr. Marilyn C. Beck, and Jackie Curry, secretary to LBW President Dr. W. H. McWhorter.

Alabama Aviation

Computers seem to be the main topic of interest at many campuses across the state and Alabama Aviation was no exception. Sue Baum from Enterprise State Junior College presented an orientation to Personal Computers for the first session. The afternoon session saw the employees touring Sikorsky, a helicopter facility.

Thursday and Friday included a visit to individual interest industries such as Space Science Lab, Hayes Int., Prop Shop, SOAP Lab, Flight Service Station, and Back-up Shops.

Atmore State Technical College

The Nov. 12th session at Atmore State Technical College was on "Institutional Liability and Computers in Education." This included institutional responsibility, instructor responsibility, and student responsibility.

In the p.m. there was a demonstration of the use of computers in education by Ms. Jan Kyle and Ms. Kathleen Hall.

The Thursday session covered behavioral management, job placement and follow-up by Dr. Boyd Scebra, and Friday concluded with the organization of student records.

Ayers State Technical College

The major goals of the professional development workshop at Ayers State Technical College included new CPR techniques, safety, community contacts, and the institutional self-study. The personnel visited various industries throughout the area. A video was provided on eye safety, hearing safety, and electrical safety. Friday was spent on program self-study committee meetings.

John C. Calhoun State Community College

Emphasis at Calhoun College was the subject of professionalism and ethics in the teaching profession. Dr. Galen Drewry, Professor Emeritus from The University of Alabama, and Dr. John Johnson, State Department of Postsecondary Education, gave prepared remarks about the essence of professionalism in the teaching field and the appropriate ethical stance faculty members should take. A panel of Calhoun people, Dr. Sandra Martin, Mr. Harry Moore, Dr. Hameed El-Amin, and Ms. Lib Brett, served as reactors and questioners to the presenters, focusing upon such issues as regard for the individual potential of students, the hazards of sexual harassment, professional responsibility and academic freedom, and willingness to accept and internalize change. The afternoon program consisted of a delightful rendition of Edgar Lee Master's "Spoon River Anthology" performed by Calhoun English faculty and Dr. Penne Laubenthal from Athens College. Also in the afternoon, Dr. James Chasteen addressed Calhoun personnel on the general subject of "Leadership."

Thursday's emphasis--academics--included subject or office related workshops. The following groupings had day-long specifically planned workshops: business; dental assisting/allied health; nursing; fine arts; language arts; library; natural science, mathematics and engineering; physical education; social science; student services; and support personnel/administrators. Much time was devoted to familiarization with appropriate computer software, discussions by area business and industry leaders concerning educational topics, study of new Southern Association accreditation standards, and a half-day session on sex equity.

Friday's program--fraternity--gave the entire Calhoun family an opportunity to have a good time apart from their usual workday responsibilities. During the morning hours, each chose to participate in various stress reducing, fun workshops. Seventeen separate subjects were available ranging from "Local Waterfowl Identification" to "Water-color Painting" to "Beginning Bridge" to "Western Dances." The majority of the workshops were taught by Calhoun personnel but four outside consultants provided some of the instruction. Following the morning leisure studies, the entire Calhoun staff met for a sandwich lunch and program in the Chasteen Student Center.

Earlier in the fall, the entire technical college faculty had participated in a three-day professional development program planned by the Regional American Technical Educational Association. As a result of this

earlier educational activity, the Calhoun Technical College staff participated only in the Friday activities.

Jefferson State

Professional development activities were designed for all faculty. This year's workshop theme was "Improving Institutional Effectiveness." The opening day's general sessions featured presentations on the Birmingham Metropolitan Area's long term economic development, higher education's place and role in such development and how these activities mesh into a state-wide plan for higher education. Following these presentations, there was an open discussion with questions posed from the audience. During the afternoon the college attorney conducted a seminar on due process procedure.

Thursday, November 13, 1986, was devoted primarily to a faculty workshop on converting curricula to student outcomes. This was a follow-up to a workshop held in September, 1986 where the new S.A.C.S. criteria/student outcomes concept was introduced to the divisional chairs. While a majority of the faculty attended this activity, some participated in computer workshops on utilization of new software packages and computer record systems recently acquired by the institution. We also rebroadcast a satellite conference on the High School/Community College Partnership and offered a lengthy audio visual presentation on the People's Republic of China as background information for the 1987 Birmingham Festival of Arts. All day workshops were held for Finance and Development, Computer Services and Institutional Research on the implementation of the computer based Financial Record System and Human Resource System.

Friday, November 14, 1986 featured discipline related workshops in the various academic divisions. These covered a wide expanse of subject matter ranging from the 1986 Tax Revision Act to a theatrical presentation on Robert Lowell.

Lawson State

Lawson State had as their keynote speaker for the November Professional Development Conference, Dr. Ethel Hall, State Board of Education. Dr. Hall will become one of the first Blacks to serve on the State Board since 1870.

Several superintendents throughout the area provided input on "Excellence Through Articulation." Business and industrial site observations were planned and reports were given from each department. Each department had its own goals and objectives and provided its own speakers relative to the objectives and goals.

Douglas MacArthur State Technical College

The professional development workshop at Douglas MacArthur State Technical College was designed to aid faculty and staff in becoming more proficient and knowledgeable in areas vital to the college's continued accreditation and growth.

Three major activities were planned for November 12-14. On Wednesday, staff and faculty worked together in 12 separate committees in order to make additions to the college's self-study report. Through the committee approach, each member of the faculty and staff participated in program reviews that resulted in improvements in all areas of the college.

On Thursday, faculty and staff members became certified in Cardiopulmonary Resuscitation (CPR). This was done to assure the safety of each student, visitor, and staff member. CPR certification continued throughout the day, as staff members provided feedback and practice techniques.

On the final day of the professional development activities, faculty members visited Amoco Fabrics, one of Covington County's largest industries. The college has provided professional development workshops for employees in the areas of welding and industrial electricity, and graduates from at least eight programs are employed in various departments of the plant. A group visit to Amoco Fabrics allowed instructors to gain valuable feedback from officials and former students. Plant officials also had the opportunity to learn more about the MacArthur faculty, thus enhancing the working relationship between the college and Amoco.

By participating in Self-Study activities, CPR certification, and an on-site visit with one of the county's largest industries, each faculty and staff member gained a greater understanding of his/her role in providing quality educational services to students and business and industry.

J. F. Ingram

The purpose of the three day workshop at J. F. Ingram, was to familiarize the staff and instructional personnel with new techniques and methods in student management and instruction.

Participants learned about management information systems in tracking student progress and maintaining student records and about the use of computers in vocational education and in correctional settings.

Instructors and staff personnel acquired knowledge about behavioral management in the classroom by gaining an increased understanding of student motivation and learning new techniques to motivate students.

In addition, instructors and staff learned new techniques in job placement and post-school follow-up such as job referral resources, using the SOICC linkage and organizing a referral resource center.

Reid State Technical College

Ben Vail, Substance Abuse Counselor with Southwest Mental Health/Mental Retardation Board provided the opening session at Reid State Technical College with information on the identification and behavior involving drugs and treatment. This information was helpful in providing knowledge in dealing intelligently with students on the subject of drugs.

The Thursday session was presented by Stephen G. Katsinas, Associate Director, Institute of Higher Education Research and Service on "Economic Development: Possibilities for Rural Alabama". The afternoon included an update on the Alabama State Teachers' Retirement program.

Southern Union

Personnel at Southern Union discussed the development of an awareness of individual responsibility for maintaining and promoting excellence through job performance during the professional development days in November. This will be accomplished by developing an awareness of every college employee's responsibility for marketing the college and its opportunities.

Small group workshops were included in Thursday's agenda. These workshops included topics such as: self-assessment, recruiting techniques, stress management, CPR, and computers.

There will be a performance appraisal follow-up which is a pilot program for Southern Union.

Wallace State Community College, Selma

On Wednesday, the instructors at Wallace State were given the opportunity to make personal contacts with local industries who hire their graduates. Dr. Harold Bishop, Department of Administration and Leadership from the University of Alabama spoke on "How to Teach Attitudes to Technical Students." This provided information on attitude teaching instruction for technical instructors to better prepare students to have good work attitudes. Mr. Sonny Guy, Alabama State Employment Service provided instructors with information on how to move students into the State Employment System so that each student, upon completion, can move as rapidly as possible into the work force. These sessions continued on Thursday with many also visiting the area vocational schools.

Friday, Tom Lee, member of the Curriculum Review Committee spoke on the topic "Program Review Process" being initiated by the Department of Postsecondary Education. The session concluded with a question and answer evaluation.

The evaluations are in and as other phases of professional development are preferred by some, there are others who preferred this concept.

The Alabama College System has a nationally recognized professional development program. There are those within the system who prefer the state-wide conference, others prefer the discipline area meetings, and still others prefer the institutional meetings. Whether state-wide, by discipline or by institution, The Alabama College System personnel have developed expertise in establishing professional development for themselves. It is a privilege to be a part of a system that cares enough to provide for the diverse needs of a diverse people!

Professional Development for New Teachers Institute

Athens State College served as the coordinating institution for the New Teacher Institute held at Bessemer State Technical College during professional development. The goal of the New Teacher Institute was to provide new technical instructors with basic teaching and instructional planning techniques.

Dr. Don Tomlinson, Director/Assistant Professor of Vocational Education at Athens State College and Institute Director extended the welcome and provided an overview of the institute. Mr. Ed Blake, Dean of Instruction at Bessemer State welcomed the instructors to the campus.

Dr. Bob Murphree, Chairperson, Division of Education at Athens State College provided the instructors with insight into the teaching and learning process. Dr. Murphree also encouraged the instructors to become involved in activities that would provide a self-renewal system to prevent burnout.

Dr. Carl Ratcliffe, counselor at Calhoun State Community College finished the instructors with basic information about the Adult learner; such as characteristics, optimum learning conditions, and learning modes.

Dr. Randy Parker, counselor, Technical Division at Calhoun Community College discussed student retention (keeping students enrolled). Dr. Parker stated that a new student usually decided to drop-out during the first six to eight weeks. Therefore it is imperative that instructors get to know and provide counseling to their students.

Mr. Chris Bond, Assistant Director of Management and Information of the Department of Postsecondary Education provided the instructors with information about certification, different ranks, and how to earn inservice points.

Dr. Gordon Patterson, Assistant Professor of Vocational and Adult Education at Auburn University, showed the instructors how to develop and use visual aids. Because the overhead projector is the most versatile and is readily available to most instructors, Dr. Patterson emphasized the development and use of transparencies.

Conducting a task analysis and writing performance objectives was the topic of Mr. Harvey Robinson, Assistant Professor of the School of Technology at Alabama A&M University. Instructors were involved in hands-on activities to ensure understanding. It was stated that sound instruction must be based on measurable objectives.

Mr. William Washington, Drafting instructor at Drake State Technical College detailed his ideas for classroom and shop management. Also, Mr. Washington outlined a plan for problem solving to be used by the instructors.

Utilization of program standards to develop lesson plans was the subject of Dr. Steve Franks, Dean of Instruction at Patterson State Technical College. Dr. Franks provided the instructors with various formats for developing a lesson plan and a course syllabus.

Dr. Tom Terry, Associate Director of Technical Education/Postsecondary Education provided the instructors with techniques for the evaluation of students' progress and how to equate students' achievement of standards to a letter grade. Dr. Terry stressed that evaluation must be based on the performance objectives.

Dr. Tomlinson provided the instructors with an overview of the methods and techniques of teaching. This involved selecting the appropriate method for the teaching situation, examining the

advantages, disadvantages and suggested techniques for various teaching methods.

Mr. Randall Peacock, executive secretary for Alabama VICA, stressed the importance of incorporating VICA into the curriculum to provide motivation, and recognition of students' achievements.

Mr. Don Daniel from Bessemer State and local AIA president informed the instructors of the importance of having a strong professional organization and of being a professional educator.

The following were the high spots of the institute:

- The address by Dr. Charles L. Payne, Chancellor of Postsecondary Education, who shared his perspective on various topics ranging from proration to "project 2000". Dr. Payne also expressed his commitment to the New Teacher Institute and for a continuous professional development program.

- The address by Dr. Carl Hurley, America's Funniest Professor, entitled "It's Great to be a Teacher". Dr. Hurley used humor to get his message across about the importance of having the proper attitude and being willing to help others.

- When the instructors were given an opportunity to implement what they had learned by developing and presenting a lesson to their peers. The presentations were video taped and critiqued by the group. In addition each instructor was provided with a copy of his/her video-taped presentation for further review.

Follow-up sessions will be conducted in small groups or individually with the instructors during the month of January. The sessions will be at various sites throughout the state, and coordinated with the Deans and instructors involved.

Professional Development at Athens State College

Athens State College, Alabama's only upper-level institution, participated in the November Professional Development by exploring various areas of need in each division.

On November 12, the Division of Behavioral Sciences discussed evaluation objectives and instrumentation. Evaluation instruments from other educational institutions were reviewed by the faculty. Following a lengthy discussion, it was decided that an instrument would be compiled by Dr. Mark Durm which would include course evaluation, instructor evaluation and evaluation of the classroom environment.

During the morning session of November 13, the Division held a Behavioral Science Faculty/Student Forum in the Banquet

Room of the Student Center. Psi Chi Honorary Society hosted a coffee for this occasion. Approximately 30 students attended the forum. Due to the success of this forum, the division will continue to provide forums in the future. The students were given an opportunity to express their opinions and ask questions regarding issues they felt were important.

During the lunch break, Dr. Herman Griffin presented a brown bag seminar on the results of his doctorate dissertation. Many of the students who attended the forum also attended this session. The presentation was very interesting and informative to all who attended.

In the afternoon session, the faculty and staff met and discussed further divisional issues. Dr. Mark Durm presented some

information on two statistical software packages relative to the behavioral sciences. A lengthy discussion took place relative to divisional computer needs, goals, etc.

The Division of Humanities and Social Science met in a workshop setting to discuss the goals and objectives of the College and to make any needed changes in the catalog section for the Division. Thursday's activities included a field trip to see the Chrysler Exhibit at the Birmingham Museum of Art. Friday's activities involved a general assembly with all Divisions and Staff members in a panel presentation of college alumni of the past, present and future programs of Athens State College. Dr. Mildred W. Caudle, Division Head, attended the annual conference of the Southern

Historical Association in Charlotte, North Carolina.

The Education Division had a two-day workshop during the Professional Development days. As a result of a needs assessment completed prior to the workshop, primary emphasis was placed on software evaluation and spread-sheet and data base computer functions. Darryl Hardy from the ASC staff spearheaded the training assisted by Ron Striebel, NATE assistant director. Apple IIe computers utilizing MECC and commercial software were employed.

In addition to computer hands-on training, several hours were spent discussing how to integrate computer literacy into the already tight and diverse teacher education curriculum.

The general concensus of the division was that the inservice days were quite beneficial.

Professional Development in the Division of Science and Technology took the course of problem solving. On November 12 the Division assembled at the river front home of Dr. Brian Armitage for discussions and a wonderful meal prepared by Dr. Armitage. Topics considered during the day included many things such as:

1. We wish to change the chemistry program emphasis from dominating graduate school entry to a more industrial chemistry approach. Plans were developed,
2. We propose to move the NDT Science and IT Science degree options out of the Technology Department and place them in the Physics Department. Their very strong physics and math emphasis gives cause for the move. The degree titles would be changed to Applied Physics/IT and Applied Physics/NDE. The IT and NDT Technology options will remain intact for those students unprepared for the science options or who desire the more "hands on" degrees.

Additional discussion topics included library services, graduation requirements and class scheduling philosophy.

On November 12th the Division of Business at Athens State College began a three day period of professional development by having the professors examine the scope, sequence, and instructional objectives of the division's curriculum in business administration and accounting. Several significant improvements and innovations in course offerings were realized through this opportunity to share ideas. As a stimulus to creative thinking, the division personnel watched a video tape of Tom Peter's "In Search of Excellence." This provided the impetus for an internal

restructuring of the division by establishing the position of "coordinating professor" for each core course as well as major elective taught by the division.

On November 13 the division personnel received instruction concerning micro-computer applications that could be taught in existing business courses. Professors Sandy Campbell and Bob McCall amazed those assembled with their knowledge of software programs such as Lotus 1-2-3, Friendly Writer, Chartmaster and Signmaster.

The Athens State College business office staff attended a workshop conducted by Mr. Ewell Smith, on the Lotus 1-2-3, for the IBM Personal Computer. The staff became familiar with the capabilities of the worksheet, graphic, and database software packages that can be used to develop and

implement a variety of applications on the IBM Personal Computer, as it related to business office operations.

The purpose of the 3-day workshop for student development was to familiarize the staff with the various present and future uses of computers in the internal divisions of student development. The personnel were informed on the role computers play in admissions, special services, cooperative education and career placement, financial aid and promotional services.

On November 14 everyone participated in an insightful program that involved former students discussing what an Athens State College education has meant to them. At noon, there was a feast of fine food that marked the end of a very rewarding period of professional growth.

Muscle Shoals Tech College Energy Management Project Funded

Mr. Fred Braswell, Director of the Energy Management Division of ADECA and Hugo Barton, President of Muscle Shoals State Technical College announced the funding of \$500,000 pilot project in energy management beginning this quarter at the college. The program will be conducted in the Heating Ventilation and Air Conditioning Department as a one year segment of that training.

This project will establish a basis for Muscle Shoals State Technical College to work with the nation's leading manufacturers of heating, ventilation, and air conditioning equipment and provide training for employees of businesses and industries who

have the responsibility for managing energy use and controlling energy costs.

The project will provide training for students entering the energy management field at the technician level and also update training for instructors in heating and air conditioning programs throughout the state.

Instructors Alden Thigpen and Bruce Hall have gained the support of industries such as Honeywell, Rheem/Rudd, Heil Tuacker/Whirlpool, Lennox, Carrier, Wittichen, NTCC and local air conditioning dealers and contractors. College officials stated that such support was absolutely essential to the continued success of this project.



State Junior Colleges and University of Alabama Sign Historic Agreement

Officials of Alabama's junior colleges and the University of Alabama announced a new agreement to facilitate the transfer of students from junior colleges to UA's teacher education program.

University of Alabama President Dr. Joab L. Thomas and Dr. Charles L. Payne, Chancellor of The Alabama College System, recently signed an agreement which identifies courses on a system-wide basis that will be accepted by the University of Alabama's College of Education.

In practice, the agreement means students who have passed all their courses will not have to repeat any of the general studies requirements earned at the junior college level. Previously, there was no guarantee that these courses would satisfy university requirements.

Some 21 colleges serving 26,000 transfer students in The Alabama College System will be affected by the agreement, referred to informally as the 2+2 program, Payne said.

A similar agreement was enacted in January for UA's engineering technology programs. Students who successfully complete a nationally-accredited two-year

program in civil or electrical engineering technology can transfer their course credits directly into UA's four-year engineering technology programs.

Currently, the two-year engineering technology program at Jefferson State Junior College in Birmingham is the only accredited program available, but as other state programs are accredited, they will be able to participate.

"This arrangement will greatly enhance efficiency, thereby saving significant tax dollars," Payne said. "But most importantly, it guarantees opportunity and fairness for individual students."

The agreement was made possible in large part because of The Alabama College System's recent completion of a common course directory. It is also a testament to the enlightened leadership of Dr. Joab Thomas at the University of Alabama."

Thomas said he hoped the agreement would relieve teacher shortages in the state while improving educational opportunities for students.

"It is our primary intent to assist the individual student in completing his or her

education, but we also expect the agreement to have a bearing on teacher shortages in the state and improve the quality of teacher training in Alabama," Thomas said.

The University has had many excellent students transfer from junior colleges in all disciplines, Thomas added. While this particular agreement involves only education and engineering, students can continue to transfer junior college work to the University in other areas of study as well.

The agreement represents an historic first step made possible by The Alabama College System's work to unify academic policies among the state's junior colleges, and the University of Alabama's desire to enhance service to two-year college students.

"Through the work of The Alabama College System's Articulations Task Force, common course titles, numbers and description for all junior college transfer programs have been adopted and implemented," Payne said. "As a result of this three-year effort, a transfer guide identifying junior college courses accepted by every four-year college in Alabama has also been developed laying the groundwork for other articulation agreements."

Dr. Rodney Roth, dean of UA's College of Education, said adoption of the agreement was facilitated by some curriculum changes at the University.

"Two years ago the college decided to have a common undergraduate curriculum for the first two years of teacher training regardless of the student's major. (For example, physical education majors take the same first two years of coursework as elementary education majors.)," Roth said. "This made it very easy to implement this program with junior colleges. We see the program as a real advantage because the confusion factor with transferring the junior college credits will be greatly reduced."

Dr. Payne said the UA articulation agreement is just the beginning in improving the system of credit transfers from junior colleges.

"A Joint Committee on Transfer of Credits, which will consist of representatives from six Alabama College System institutions and six senior colleges, will promote the future formation of articulation agreements statewide," Payne said. "The committee meets for the first time in January 1987."



(Seated L-R) Dr. Charles L. Payne, chancellor of The Alabama College System and Dr. Joab L. Thomas, University of Alabama president, sign agreement to facilitate the transfer of students from junior colleges to certain UA programs. Looking on are (standing L-R) Dr.

Rodney Roth, dean of the UA College of Education, and Dr. Robert Barfield, dean of the UA College of Engineering, whose colleges will be working with the transfer students.



from Professional Development News

Professional Development for Humanities Students at CVCC

Creative Programming at Chattahoochee Valley State Community College continues despite the financial shortfall in Alabama.

The Language and Fine Arts Department at Chattahoochee Valley State Community College, under the direction of Dr. Joan Williams, Department Chairperson, tried some creative programming which would allow the college to continue with their fine arts program in spite of limited funds.

What they discovered was a program that far surpassed their expectations and one that will continue to provide acting experience for their drama scholarship students without having to spend money for royalties, costumes, or sets. The World Literature classes at Chattahoochee Valley State Community College teach a number of classical dramas. Dr. Joan Williams suggested that Mrs. Joanne Burns, Drama Instructor and Director of the Drama Scholarship students, work with the literature instructor, Mr. Michael Williams, to choose several scenes from *Oedipus* which the theatre students could dramatize for the literature class. This dramatization gave the

theatre students the continued experience they needed at no cost to the institution. The added advantage to the plan was to allow the literature students to experience at least parts of the drama as it was originally intended to be perceived through visual experience and the words spoken by interpretive actors, instead of a cumbersome reading assignment. Mr. Steve Williamson, Director of the Radio TV Technology Department at CVCC jumped at the chance for providing real camera, directoral, and production experience for his TV Production class.

Each of the groups contributed to a successful production and each benefited. The actors benefited from the acting experience and the chance to critique themselves via film, the TV crew from the filming of a live show, and the literature class from viewing *Oedipus* in its original medium.

The next production is the first week in December and will include scenes from Ibsen's *Hedda Gabler* and Sartre's *No Exit*.



Actors are: front, Cindy Gunnels, left, Rhonda Cole, Vickie Borden, Center Matt Windgard, Back, Mark Stephens, Houston Saulters, Mona Williams.

System Represented on National Board

Ann Turnham Smith, Vocational Education Equity Specialist, Alabama Department of Education and the Department of Postsecondary Education (DPE), was elected Region IV national board representative to the Displaced Homemaker Network. She will represent 300 displaced homemaker and single parent programs offered in eight Southeastern states. In addition, Ida Reinhardt, DPE's Coordinator of Displaced Homemaker Programs, will represent Alabama on Region IV's Executive Planning Council.

The elections were held during the 7th annual Region IV Displaced Homemaker Network Conference held recently in Tampa, FL. Project directors of 25 displaced homemaker programs in Alabama attended the meeting.

Ms. Smith was instrumental in establishing the state's displaced homemaker programs when she assumed her current position in 1977. Programs offered by 28 two-year colleges and 13 secondary schools annually provide some 2,500 adults with career preparation assistance.

Alabama State Business Officers' Association Fall Conference

The two-year college business officers and other interested college personnel met on November 19 at Jefferson State Junior College for their fall meeting. Association President Al Cox welcomed the group along with Jefferson State President Judy Merritt. Chancellor Charles Payne addressed the association and provided an update in several areas of interest to business managers; budgets, proration and the management information systems were among these.

Mr. Lloyd Christopher from the Wage and Hour Division of the U.S. Department of Labor provided a very informative presentation on the Fair Labor Standards Act; the colleges have been working hard to implement the provisions of the Act.

Mr. Bill Hopper, Director of the Education Audit Division of the Examiners of Public Accounts, provided an update from his agency and answered questions related to the financial audits conducted at the colleges.

An update from the Fiscal Division of the Department of Postsecondary Education was provided by Ms. Debbie Dahl, Director. She covered several procedural items regarding financial matters.

Mr. John Walker, Director of Risk Management, provided the group with several pertinent points about the various insurance coverages which colleges must acquire.

Forty-eight participants were involved in the conference.

The Professional Development Newsletter is published by the Office of Postsecondary Education, Dr. Charles L. Payne, Chancellor.

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PRINTED BY

Troy Quinn and the Calhoun Print Shop - Lana Clinard, Susan Ferguson, Tracy Hicks, and Mary Luna.

PERSONNEL ADVANCING

Harkins Named to National Education Council

Mrs. Pat Harkins, Director of Community Services and Coordinator of the training for Industry Program at Wallace College, Dothan, has been appointed State Liaison Representative from Alabama to the National Council on Community Services and Continuing Education.

The National Council on Community Services and Continuing Education is an affiliate of the American Association of Community and Junior Colleges and focuses on enhancing the role and importance of the community colleges. It represents more

than 1,000 educational administrators in the United States and Canada.

Mrs. Harkins is a charter member of the Council and will serve a two-year term. She will be responsible for providing leadership within the state which focuses activity upon major NCCSCE goals. During 1986-87 the major focus will be on increasing and enhancing support for the community education function. A native of Mississippi, Mrs. Harkins is a graduate of Memphis State University and earned her master's degree in Personnel Management from Troy State University in Dothan.

Alabama State Nurses' Association's Non-Member Award

The Alabama State Nurses' Association, a professional Association for Registered Nurses in Alabama, awarded Dr. James C. Bailey, President of Wallace State Community College, the Association's **Non-Member Award**. This award was presented at the 73rd Annual Convention in Birmingham and recognizes the community leader who has made a tangible contribution

and demonstrated support for nurses and the professional organization during the past year.

Dr. Bailey was responsible for the initiation of an associate degree program for nurses in Hanceville and has demonstrated unfaltering commitment to nursing education and to the nursing faculty.

National Council For Community Relations Conference

Representatives of eleven Alabama College System institutions joined Public Information Directors from Mississippi, Florida, Tennessee and Oklahoma for the first annual District II National Council for Community Relations Conference. The meeting which was held October 16-17 in Birmingham, was coordinated by Lucy Kubiszyn of Shelton State Community College who is director of District II.

Conference highlights included welcome remarks from Chancellor Charles L. Payne; a keynote address by Dr. Pat Seymour, editor

of publications, Office of University Relations, University of Alabama; and an awards luncheon presentation by Steadman Shealy, newly elected representative for the State Board of Education.

Grace Kelly of Jefferson State Junior College brought recognition to The Alabama College System when she was named Communicator of the Year. The award recognizes outstanding public relations leadership and management at a two-year college.

Lydianne Merritt Named to International Fellowship Committee

Mrs. Lydianne Merritt, Director of the Counseling Center at Wallace College, has been appointed to the International World Fellowships Committee for the Delta Kappa Gamma Society International for 1986-88. She will represent the southeast region which includes ten states within the United States and Great Britain.

Mrs. Merritt is vice-president of the Alabama chapter of Delta Kappa Gamma; an

honorary society for women educators, which has 163,000 members in 13 countries.

World Fellowships have been granted to 188 women from 39 countries during the past 25 years. The recipients are selected by the World Fellowships Committee from dossiers presented by the Institute of International Education.

ASPA Awards Received

Two Alabama College System employees were among five women who received awards from the American Society for Public Administration (ASPA) for outstanding contributions to public administration and career advancement of women.

Dr. Linda C. Wilson, Executive Assistant to the Chancellor, Department of Postsecondary Education, was honored for her leadership in establishing a statewide network of career training programs in The Alabama College System for displaced homemakers.

Sandra Flowers, Director of Development, Alabama Aviation and Technical College and Walker State Technical College, was recognized for designing and implementing a displaced homemaker program at Walker State and for developing a sex equity recruitment program for Alabama Aviation.

Presentation of the awards was made during ASPA's third annual Advancement of Women in Public Administration Conference held September 15-16 in Montgomery. Twenty-six Alabama women were nominated for the awards.



Linda Wilson receives award.



Sandra Flowers receives award.

All Alabama College System Associate Degree Programs in Nursing are not only fully approved by the Alabama Board of Nursing, but are now accredited by the National League of Nursing. NLN accreditation symbolizes the nation's highest standards of instructional excellence in nursing education. This accomplishment places Alabama among the top ten states in the country.

Susan Holcomb, Northwest Junior College Nursing Instructor, recently attended a seminar at the University of Alabama in Birmingham's Geriatric Education Center. This seminar provided an indepth study of geriatrics utilizing the schools of medicine, nursing, dentistry, optometry, and allied health. A second part of the program focused on the nursing management and care of older adults and their families. Because of the rapid increase in our elderly population, medical personnel are receiving specialized training in caring for the needs of the elderly.

Linda Albright, Wallace State Community College, Hanceville and Julie DeBardelaben, Department of Postsecondary Education attended the 30th annual convention of the Public Relations Council of Alabama held October 9-11 in Huntsville. The two-day event featured speakers from across the nation who focused on "Hi Technique...Hi Touch" communications.

Dr. Gladys Harvell, Bessemer State Technical College, was recently named Region II's "Outstanding Vocational Education Teacher" by the American Vocational Association. Dr. Harvell, who competed against finalists from nine southeastern states, will represent Region II at the national AVA convention on December 5-9 in Dallas, Texas. Dr. Harvell is the first vocational educator from Alabama to win this award. Congratulations, Dr. Harvell!

George E. Allen, Accounting instructor at Carver State Technical College was recently awarded the Ph.D degree in Education and Social Change from Walden University, Minneapolis, Minnesota. Dr. Allen is married to Annie Mae Dais Allen and has four children.

STUDENTS ADVANCING

Lorena Adams, a student at Wallace College, was named "Student of the Year" by the LPN Association of Alabama at its recent annual convention in Sheffield. Mrs. Adams was selected for her academic standing, clinical work, helpful attitude and involvement in community services. In

addition to her home responsibilities and college studies, Mrs. Adams serves as a volunteer tutor to two of her classmates. She was one of 16 Wallace College students who attended the convention along with instructors, Mrs. Linda Parrish and Ms. Angie Livingston.

CHANCELLOR'S PERSPECTIVE

Dear Colleagues:

We can be proud of the System's continuing commitment to professional development despite lack of funds. Local college plans and services during November 12-14, 1986, achieved higher standards statewide than any previous local initiatives. It is clear that the achievements and expectations of the last two years have been incorporated at each college and that our System has firmly established a new and higher standard of excellence.

The college professional development coordinators and committees deserve high praise for their effort and for the quality and value of the services delivered. By our comprehensive commitment to excellence, we are developing this System into the essential resource to build Alabama's economic future and quality of life.

The State Board of Education has just endorsed the final report of the Professional Development Task Force, which will serve as the blueprint for future efforts. The System will request that line-item funding for professional development be reinstated for 1987-88 so that we can continue the dramatic progress of recent years. We recognize that we must set the example for all of education if we are to lead the State's economic revitalization.

After a brief period to reflect on and draw full benefits from our recent growth



experiences, we must look ahead to April to build further on our new solid foundation. We are beginning to assume leadership in building Alabama's future; I am proud to join with you in that critical task.

Sincerely,

Charles L. Payne
Chancellor

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